

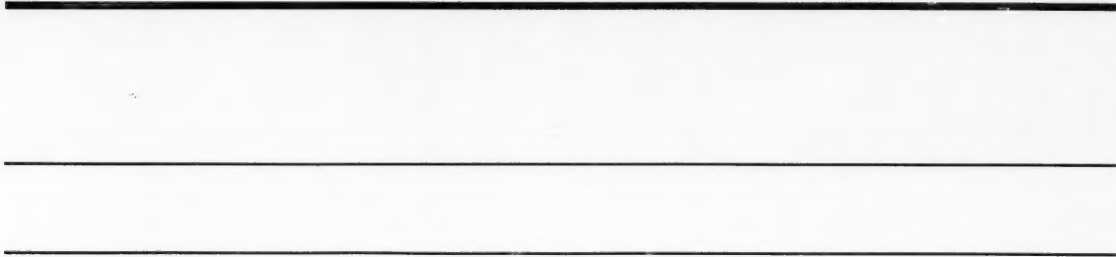
State

The Newsletter

United States Department of State

March 1981





State



THE COVER—In honor of the 52 freed U.S. hostages, Embassy Lilongwe triumphantly flies an American flag, brought to Malawi from Iran. It was recaptured from Iranian "students" during the initial takeover of the U.S. embassy on Valentine's Day 1979. Steven Shannon and Vincent McCarron were assigned to Tehran at the time. Now, in Lilongwe, nearly two years later, they hoist Old Glory as acting chargé d'affaires Richard Watkins looks on. (Story on Page 35.)



Letters to the Editor

The historical Cordell Hull

WASHINGTON

DEAR SIR:

I have just read with distressing interest the article by David F. Trask in the January issue, entitled "The story of the State Department."

I am astonished at the numerous inaccuracies contained in his article. As an example, in the paragraph on Page 23, Mr. Trask states: "The deficiencies of the Department as a source of influential policy advice became painfully apparent during World War II, when Secretary Hull was routinely excluded from the great wartime conferences that decided the grand strategy of the American-British-Russian coalition."

I served as an assistant in Secretary Hull's office from 1936 until March 1944, the period during which World War II began and was drawing to a close. For reasons which are obvious, no complete record was kept of the almost daily telephone conversations between President Roosevelt and Secretary Hull. But despite the allegations of the "deficiencies of the Department as a source of influential policy advice," rarely a day passed during those fateful war years that President Roosevelt and Secretary Hull did not discuss by telephone, or in person, important international developments.

Furthermore, throughout the war, weekly conferences were held in Secretary Hull's office, with War Secretary Stimson and Navy Secretary Knox in attendance, at which these Department heads were fully informed of any political developments which in turn helped prescribe the course of action to be taken by the War and Navy Departments under certain contingencies. I might add that General Marshall and Admiral Leahy frequently visited Secretary Hull to

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STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

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Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

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Appointments

Reagan, Haig are organizing a new leadership team

Justice Clark of California is the choice for deputy secretary

PRESIDENT Reagan and Secretary Haig, building a new foreign policy leadership team in the early weeks of the new administration, by early March had formally nominated, or had announced an intention to nominate, 18 persons. Senate confirmation will be required in most cases.

Named for top posts by President Reagan were:

Deputy secretary:

- William P. Clark, associate justice of the California Supreme Court, to succeed Warren Christopher in the Department's No. 2 position. (Acting first on this nomination, the Senate voted confirmation on February 24.)

Under secretaries:

- Political affairs—Walter J. Stoessel Jr., ambassador to West Germany, to succeed David D. Newsom.

- Security assistance—James L. Buckley, former U.S. senator (R.-N.Y.), to replace Matthew Nimetz.

- Management—Richard T. Kennedy, commissioner, U.S. Nuclear Regulatory Commission, to succeed Ben H. Read.

Counselor of the Department:

- Robert G. McFarlane, a staff member of the Senate Committee on Armed Services, to succeed Rozanne L. Ridgway.

Assistant secretaries:

- Congressional relations—Richard Fairbanks, a partner in the law firm of Beveridge, Fairbanks & Diamond, to replace J. Brian Atwood.

- International organization affairs—Elliott Abrams, an attorney with the law firm of Verner, Lipert, Bernhard & McPherson, to succeed Charles William Maynes.

- Oceans and international environmental and scientific affairs—James L. Malone, an attorney with the law firm of Doube & Muntzing, to succeed Thomas R. Pickering.

- Human rights and humanitarian affairs—Ernest W. Lefever, head of the Ethics and Public Policy Center,

Washington, to succeed Patricia M. Derian.

Other senior positions:

Mr. Haig made the following appointments:

- Director general of the Foreign Service and director of personnel—Joan M. Clark, ambassador to Malta, to succeed Harry G. Barnes Jr. (Miss Clark received an interim appointment. Mr. Haig said he intends also to propose that the President nominate her for a permanent appointment under the provisions of the new Foreign Service Act, which require the advice and consent of the Senate.) Mr. Barnes will be given "an important new assignment." He was working in the Department on implementation of the 1980 Foreign Service Act as the month ended.

- Inspector general—Robert Lyle Brown, a former senior Foreign Service inspector, to succeed Robert C. Brewster. This, too, is an interim appointment. Mr. Haig said he intends in this case as well to propose Mr. Brown's nomination on a permanent basis under the Foreign Service Act.

- Director of the Policy Planning Staff—Paul D. Wolfowitz, a professor at Johns Hopkins School of Advanced International Studies, to replace Anthony Lake.

- Director of politico-military affairs—Richard R. Burt, a New York newsman, to succeed Reginald Bartholomew.

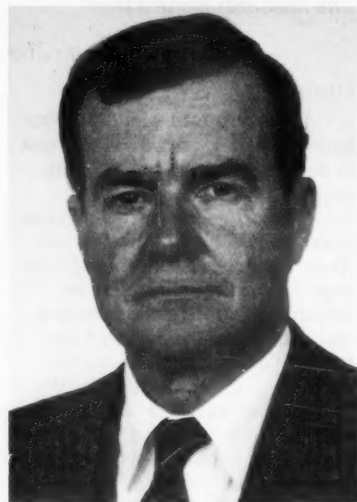
- Executive secretary of the Department—L. Paul Bremer III, deputy executive secretary, to replace Peter Tarnoff.

Ambassadors:

President Reagan nominated the following persons at the ambassadorial level:

- Ambassador-at-large for cultural affairs—Daniel J. Terra, chief executive officer, Lawter Chemicals, Inc., Northbrook, Ill. This is a new position in the Department.

- Alternate U.S. representative for



Mr. Clark

special political affairs in the United Nations—Charles M. Lichenstein, a Washington consultant.

- Chief of protocol, with rank of ambassador—Leonore Annenberg, wife of the former U.S. ambassador to the United Kingdom, Walter H. Annenberg.

- Personal representative to the Vatican—William A. Wilson, former president, Web Wilson Oil Tools, Inc., California.

Following are biographical sketches of the persons chosen by the new administration:

Mr. Clark has been on the high court since 1973. He was on the Superior Court of California, 1969-71, and the state court of appeals, 1971-73. From 1967 to 1969 he was chief of staff to then Governor Reagan in Sacramento. He was responsible for reorganizing the executive branch of the state government. He also was chairman of the Chile-California Program, based on a three-way



Mr. Stoessel



Mr. Buckley



Mr. Kennedy

contract involving AID, Chile and California. As chief of staff, he dealt extensively with departments of the federal Government, as well as with the congressional delegation from California.

Before joining the state government, Mr. Clark was senior partner in the law firm of Clark, Cole & Fairfield, in Oxnard, Calif. Following World War II, he served in the Counter-Intelligence Corps in western Europe. He has traveled extensively in that region and in Mexico. His law practice included clients in and from those areas.

Mr. Clark has lectured on comparative law in Budapest and Salzburg. He attended Stanford and Santa Clara Universities and Loyola Night Law School. A fourth-generation Californian, he is married to the former Joan Brauner; they have five children.

Mr. Stoessel was the U.S. envoy to the Soviet Union, 1974-76. He has served in West Germany since 1976. During 1972-74 he was assistant secretary for European affairs. He was ambas-

sador to Poland, 1968-72.

Mr. Stoessel has also served as political officer in Paris, 1961-63; deputy chief of mission in Moscow, 1963-65; and deputy assistant secretary for European affairs, 1965-68. From 1942 to 1961 he held a variety of diplomatic positions in Caracas, Moscow, Bad Nauheim and Paris. He was born in Manhattan, Kan., on January 24, 1920. He is a 1941 graduate of Stanford.

Mr. Buckley was a senator from 1971 to 1977. He was a member of the Public Works, Commerce and Budget Committees and the Joint Committee on Atomic Energy. Since 1977 he has been a business consultant and corporate director.

Before entering the Senate, Mr. Buckley was engaged in business negotiations in several countries in southeast Asia, Canada, Latin America, Europe and Australia. In 1953 he was an officer and director of the Catawba Corp., a privately-owned firm providing a variety of services to a group of oil and gas ex-

ploration companies operating primarily outside the United States. From 1949 to 1953 he practiced law with a Connecticut law firm, Wiggin & Dana.

Mr. Buckley received his bachelor's from Yale in 1943, and a degree from Yale Law School in 1949. He was an officer in the U.S. Naval Reserve, and was discharged from active duty with the rank of lieutenant in 1946. Mr. Buckley, 57, is married to the former Ann Frances Cooley; they have five sons and a daughter.

Mr. Kennedy was on the regulatory commission from 1975 until recently. From 1969 to 1975 he was deputy assistant to the President for National Security Council planning, and a senior member of the council's staff.

Before that appointment, he was assistant director, deputy director and director of the Africa Region, Office of the Assistant Secretary of Defense for International Security Affairs. From 1961 to 1963 he served as a staff officer in the Office of the Assistant to the Secre-

APPOINTMENTS

tary of Defense. Mr. Kennedy headed President-elect Reagan's Nuclear Regulatory Commission transition team.

Born on December 24, 1919, he received his bachelor's in economics from the University of Rochester in 1941. He received a master's in business administration, with distinction, from the Harvard Graduate School of Business Administration in 1953. He served in the Army for 30 years, retiring in 1971 with the rank of colonel.

Mr. Kennedy is a member of the Red Cross' advisory board to military families (District of Columbia chapter). He also is a member of the National Association of Regulatory Utility Commissioners and the international advisory committee, American Nuclear Society. He was awarded the Distinguished Service Medal, the Legion of Merit, the Bronze Star, the Army Commendation Medal and the Secretary of the Army Commendation. Mr. Kennedy is the author of many articles about the civil use of nuclear energy, the worldwide energy problem and regulatory matters. He and his wife, Jean, reside in the District of Columbia.

Mr. McFarlane has been a member of the professional committee staff since 1979. He was a senior research fellow at National Defense University, Washington, 1977-78. He has served as special assistant to the President for national security affairs, 1976-77. He was executive assistant to the assistant to the President for national security affairs, 1975-76. From 1973 to 1975 he was military assistant to Henry A. Kissinger at the White House. He was a White House fellow and executive assistant to the counsel to the President for legislative affairs, 1971-72.

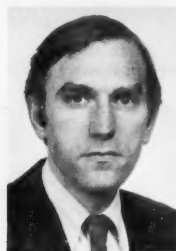
Born in 1937, Mr. McFarlane received a bachelor's in science from the U.S. Naval Academy in 1959. He studied international relations, completing course work toward a doctorate, at the Institut des Hautes Etudes, Geneva, in 1967. Mr. McFarlane, a Marine officer, received the Distinguished Service Medal, the nation's highest peacetime



Mr. McFarlane



Mr. Fairbanks



Mr. Abrams



Mr. Malone

military decoration. He has won many other honors—including the Alfred Thayer Mahan Award for his book, "Crisis Resolution," and other publications.

Mr. McFarlane and his wife, Jonda, have three children.

Mr. Fairbanks had been an associate with the Washington law firm of Arnold & Porter, 1969-71. In the summer of 1968 he was with the Washington law firm of Covington & Burling.

From January to June 1971, he was special assistant to the administrator, Environmental Protection Agency. He then served as staff assistant in the agency. He became associate director, natural resources, energy and environment at the agency, serving in that post from July 1971 until April 1974. He also was a member of the President's Domestic Council. From 1974 to 1977 he was a member of President Ford's citizen's advisory committee on environmental quality.

Born in Indianapolis, Mr. Fairbanks received a bachelor's from Yale in 1962, and a doctorate from the Columbia School of Law in 1969. He served in the Navy, 1962-66. He was admitted to the District of Columbia bar, and to practice before the Supreme Court. He is a trustee of Meridian House International and a member of the Council on Natural Resources of the Republican National Committee. He is a founder of the American Refugee Committee of Washington. He and his wife, Ann, have two children.

Mr. Abrams, from 1977 to 1979,

was special counsel to Senator Daniel Moynihan (D.-N.Y.). From 1975 to 1976, he served in the same capacity for Senator Henry Jackson (D.-Wash.). Earlier, he was an attorney with the Boston law firm of Breed, Abbott & Morgan.

Mr. Abrams, 33, received a bachelor's from Harvard in 1969, a master's in science from the London School of Economics in 1970, and a doctorate from Harvard Law School in 1973.

Mr. Malone's law firm specializes in energy law and international business and economic matters. Mr. Malone was the ambassador and U.S. representative to the Conference of the Committee on Disarmament, 1976-77. He served as assistant general counsel to the Arms Control and Disarmament Agency, 1971-73, and as general counsel, 1973-76. He was the senior principal trial attorney for the Federal Maritime Commission, 1970-71.

Before his Government positions, Mr. Malone was a visiting professor at the University of Texas School of Law. He has also held other academic positions, including dean and professor of law, Willamette University, 1967-68; and assistant dean and lecturer, School of Law, University of California at Los Angeles, 1961-67.

Born in Los Angeles on December 22, 1931, he received a bachelor's from Pomona College in 1953, and a doctorate from Stanford Law School in 1959. He was an instructor at the Infantry School, Fort Benning, Ga., with the rank of first lieutenant in the Army, 1954-56. He is a member of the District



Mr. Lefever



Miss Clark



Mr. Brown



Mr. Wolfowitz



Mr. Burt



Mr. Bremer

of Columbia, California, and American bar associations, and the author of many books and articles. Mr. Malone is married and has three children.

Mr. Lefever was the founder of the Ethics and Public Policy Center in 1976 at Georgetown University. It became independent in 1980. He is a professorial lecturer in the Department of Government and a faculty associate of the Center for Strategic and International Studies, both of Georgetown University. From 1964 to 1976, he was on the senior foreign policy studies staff of Brookings Institution.

He received a bachelor's from Elizabethtown College and a bachelor's and doctorate from Yale. He is a member of the International Institute for Strategic Studies (London), the Washington Institute of Foreign Affairs and the Johns Hopkins University Society of Scholars. He serves on the editorial boards of *World Affairs* and *Policy Review*. He has written, edited or co-authored 14 books.

Mr. Lefever has done research at the Johns Hopkins School of Advanced International Studies, taught political science at the University of Maryland and American University, headed the Foreign Affairs Division of the Library of Congress, and was associated with the Washington Center of Foreign Policy Research. He has lectured at the National War College, the Army, Navy, and Air Force War Colleges, the Japan Defense College, the Foreign Service Institute and many universities. He has traveled widely in Europe, Asia, Africa, and Latin America. He has visited the Soviet Union, Poland, Hungary,

Czechoslovakia, Yugoslavia and East Germany. He has participated in international conferences in Austria, Britain, Canada, Chile, Italy, Japan, the Netherlands, Norway, South Africa, Swaziland, Switzerland and Taiwan.

In the first three years after World War II he was a field secretary for all World's Alliance of YMCAs in Europe, working among German prisoners of war. He was an international affairs specialist on the National Council of Churches staff in New York, 1952-1954.

Mr. Lefever was born in York, Pa. He is married and has two sons.

Miss Clark was named ambassador to Malta in 1979. A Foreign Service officer since July 1945, she held assignments in Berlin, London, Belgrade and Luxembourg, among other places. In Washington, she served in several management and administrative positions—including chief of personnel operations in the Bureau of Inter-American Affairs, executive director of the Bureau of European Affairs, and director of the Office of Management Operations.

Miss Clark received the Department's Superior Honor Award in 1970. She won the Luther I. Replege Award for Management Improvement in 1975.

Mr. Brown served as political adviser to General Haig when the latter was the supreme allied commander in Europe. Mr. Brown, under Secretaries Dean Rusk and William P. Rogers, was deputy executive secretary of the Department. He served in Japan, 1951-54, as chief of the economics section. He also was counselor for economic affairs

in Taipei, 1965-68, and was an economic counselor to the Republic of China.

From 1972 to 1975, as deputy director of personnel in the Department, Mr. Brown was responsible for the recruitment, selection and hiring of 1,700 Americans to serve the Department in Washington and overseas. He holds the Department's Superior Honor Award and the Secretary of Defense's Civilian Defense Medal.

Mr. Wolfowitz is a former assistant secretary of defense. He has held other Government positions, including that of a special assistant for the strategic arms limitation talks, Office of the Director, Arms Control and Disarmament Agency. He was a deputy assistant director in the agency's Verification and Analysis Bureau. He also was special assistant to the director of the agency.

Mr. Wolfowitz has served as lecturer and assistant professor in the department of political science at Yale; consultant for the Rand Corp.; and member of the program and education staff in the U.S. Bureau of the Budget. He is a National Science Foundation fellow, a Woodrow Wilson honorary fellow, a Telluride scholar, a Cornell national scholar, a General Motors honorary scholar, and a member of Phi Beta Kappa.

Mr. Burt was national security affairs correspondent for the *New York Times* when he was tapped by Mr. Haig. His duties included covering foreign policy and defense issues in Washington, including the State Department, the Pentagon, the National Security Council, the Central Intelligence Agency and

APPOINTMENTS



Mr. Terra



Mrs. Annenberg

Capitol Hill. At the Times, he held the position which had been occupied by Leslie Gelb, who became director of politico-military affairs at State under President Carter.

Mr. Burt was a research fellow at the Center for Foreign Policy Research, Johns Hopkins School of Advanced International Studies. He lectured regularly at Georgetown, the Foreign Service Institute and the National War College. He was assistant director of the International Institute for Strategic Studies in London. He is a member of the Council on Foreign Relations, American Council on Germany, the Royal Institute for International Affairs, and the American Committee of the International Institute for Strategic Studies.

Mr. Bremer, a Foreign Service officer since 1966, has served in Malawi and Afghanistan, and was deputy chief of mission in Oslo. In the Department, his assignments have included service as staff assistant to Secretary William P. Rogers and as special assistant, then executive assistant, to Secretary Henry A. Kissinger. Mr. Bremer is a graduate of Yale. He has degrees from the University of Paris and Harvard.

Mr. Terra, in the new post, would report to the Secretary. He would represent the President at national and international cultural events having "significant American participation," the White House said.

He also would serve as adviser for the cultural programming functions of ICA, and as liaison between the Department and ICA to plan cultural programs

abroad. He would make recommendations to the Secretary and the President. In addition, he would provide guidance to the Department's art-in-embassies program, to ensure that American art displayed in ambassadorial residences abroad is representative of the nation's cultural heritage and in concert with the President's goals and State's international policies. In addition, he would advise other U.S. Government agencies on cultural affairs.

Mr. Terra serves on many cultural and civic committees. He was active in the Reagan-Bush campaign. Born in Philadelphia, on June 8, 1911, he received a bachelor's in science from Penn State in 1931, and a doctorate in law from MacMurray College in 1973. He is married and makes his home in Kenilworth, Ill.

Mr. Lichenstein's clients have included the American Enterprise Institute for Public Policy Research, the Consortium for the Study of Intelligence and the National Strategy Information Center. He has held many Government posts, including senior vice president with the Public Broadcasting Service in Washington, 1975-79; special assistant to then Secretary Robert Finch at the Department of Health, Education and Welfare; special assistant and later administrative assistant to the then chairman of the Federal Communications Commission, Dean Burch, 1971-74; and special assistant to the President, 1974.

From 1965 to 1968 Mr. Lichenstein was a founding trustee, director of publications and executive director of the Free Society Association, Washington. He also was a freelance writer for Senator Barry Goldwater (R-Ariz.) and director of research for the Goldwater for President Committee and the Republican National Committee, 1963-65. He was a research assistant to Richard Nixon, 1959-63.

Earlier, he was a junior officer trainee and current intelligence analyst (Near East), and special projects director, Office of Training, Central Intelligence Agency, 1952-56; assistant instru-

ctor in political science at Yale and Albertus Magnus College in New Haven, 1957-58; and instructor in political science at the University of Notre Dame, 1958-59.

Mr. Lichenstein was born on September 20, 1926. He has a bachelor's master's and a doctorate from Yale.

Mrs. Annenberg has been active in the arts for many years. She is a trustee of the Annenberg School of Communications, a graduate school with extensions at the Universities of California and Pennsylvania. She serves on the board of the Pennsylvania Academy of Fine Arts, the Philadelphia Orchestra and the Academy of Music in Philadelphia. She is a trustee of the Philadelphia Museum of Art.

In addition, she is a member of the Philadelphia Society for the Preservation of Landmarks and the White House Preservation Fund, and a former president of the Palm Springs Desert Museum. She is an honorary trustee of the Performing Arts Council of the Music Center of Los Angeles County, and a director of the Metropolitan Opera Associates.

Born in New York on February 20, 1918, Mrs. Annenberg received a bachelor's from Stanford in 1940. Her husband is the publisher of several newspapers and magazines.

Mr. Wilson will visit the Vatican from time to time to exchange views with Pope John Paul II and Vatican officials on "international and humanitarian subjects of interest and concern to the Holy See and the United States Government," the White House announced.

A registered mechanical and metallurgical engineer in California, Mr. Wilson headed the tool company until 1960. He is active in real estate development and has cattle interests in the United States and Mexico. He is on the board of St. John's Hospital, Santa Monica, Calif.; the board of regents of the University of California, where he is on the investment, finance, audit and other committees; and on the board of Earle M. Jorgensen Co. He also has

served as a member of the California Post Secondary Education Committee and the Commission of the Californias, an organization for the promotion of understanding between California and Baja California.

Born in Los Angeles, he attended Stanford and graduated with a degree in mechanical engineering. During World War II he served as a captain in Army ordnance. He is married to the former Elizabeth Johnson; they have two children and six grandchildren. □

Loret Ruppe named Peace Corps chief

Loret Miller Ruppe, who has traveled extensively through northern and eastern Africa, has been nominated by President Reagan to be director of the Peace Corps. She

has spent considerable time in Kenya, Morocco, Egypt and the Spanish Sahara. Visits with her family members who were teaching in Tanzania have afforded her a first-hand look at problems



Mrs. Ruppe

confronting the Third World. Mrs. Ruppe attended the 1978 Conference on Africa at Ditchley Park, England.

In 1979, she co-chaired the Michigan Reagan/Bush State Committee. She was born January 3, 1936 in Milwaukee, and attended Marymount College in Tarrytown, N.Y., and Marquette University in Milwaukee, concentrating on history and education. In 1966, she assisted her husband, Philip, in his campaign for Congress, where he represented Michigan's 11th district for six terms. In Washington, Mrs. Ruppe served as president of the International Neighbors Club IV, an organization which assisted wives of Government officials, members of Congress and foreign diplomats. Her husband retired from Congress in 1979. They have five daughters. □

Ex-Peace Corpsman is AID choice

President Reagan has announced the nomination of M. Peter McPherson as administrator of the Agency for International Development (AID). Mr. McPherson, acting White House counsel, was the general counsel to the transition. Prior to that, he was a partner and head of the Washington office of the Ohio-based law firm of Vorys, Sater, Seymour & Pease.

He served as special assistant to President Ford, and deputy director of presidential personnel in the Ford White House. He was a tax law specialist for several years at the Internal Revenue Service, primarily working on international tax problems. He was a Peace Corps volunteer in the middle '60s in Peru, and at that time worked extensively with Food for Peace.

Previously he served on the presidentially-appointed Board for International Food and Agriculture Development, an advisory committee on AID

agriculture activities. He was also chairman of the Latin American work group of the Joint Committee on Agriculture Development, an advisory group to AID on Latin American agricultural matters. Mr. McPherson is married and has two sons. □

Department staff changes are announced

Alvin Paul Drischler is the new senior deputy assistant secretary for congressional relations. . . John H. Kelly is the new deputy executive secretary of the Department. Replacing him as director of the Secretariat Staff is Alvin P. Adams Jr. . . Dennis Chapman is the director of the Office of Intelligence Support, Bureau of Intelligence and Research . . . John T. Sprott has assumed his duties as deputy director of the Foreign Service Institute. ■

PARIS—In observance of the Department's 200th birthday, Ambassador Arthur A. Hartman lays wreath on bronze statue of Benjamin Franklin, first U.S. minister to France.



Life in the Foreign Service

The pushy pair from Paraguay

They're called. . . uh. . . (we can't pronounce the name)

BY DOROTHY SHARP CARTER

U.S. Foreign Service officers stationed abroad are forced to negotiate with all sorts of strange animals. This is another in our series citing examples (we'd love to keep the series going). The author is the wife of Albert E. Carter, who was deputy chief of mission in the South American nation, 1957-61.

DURING THE four and a half years that we were stationed in Asuncion, Paraguay, it was my habit in the morning to accompany the cook, Josefina, to



Mrs. Carter

market. Not every morning, of course, but two or three times a week. Josefina was not exactly overjoyed with my companionship, as it deprived her of the opportunity to haggle and gossip and otherwise fritter away an hour or so with the *marchantes* and fellow cooks.

On one of these excursions I spied two droll animals tied to an outdoor stall. They were the size of possums, their fur a tannish-brown. Unlike the little dog with his tail cut short and his ears cut long, they had average-size ears but long, thin, ringed tails, and long snouts to boot. In the process of running restlessly back and forth, they were sniffing and pushing their snouts into every nook and cranny within reach.

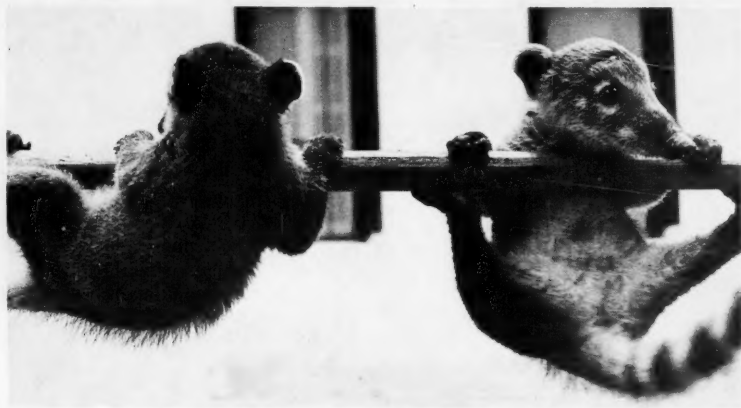
"What are those?" I asked the vendor.

"*Son coatis, senõra.*" she answered.

"Coatis? Do they make good pets?"

"*Very good pets, senõra.*"

My daughter Janet's 10th birthday was approaching. She loved animals—any kind of animal. Inspired, I bought the pair. The vendor dumped them into a basket which she handed me, and gave



the cords still attached to their necks to a reluctant Josefina.

"It is not possible to carry baskets of fruit and vegetables *and* hold the leashes," Josefina remarked glumly.

"We will forget about the vegetables for today. You may open cans."

Brightening at this, Josefina tagged behind me, cords in hand, while the coatis bounced about the basket in a frenzy of curiosity, almost falling over the edge, threatening each moment to escape. It was an exhausting journey home. The coatis remained in perpetual motion. Josefina took every opportunity to explain to interested passersby that yes, the creatures were coatis; yes, the *senõra* was *americana*; and yes, it was true that Americans were given to sudden whims such as the purchase of wild and exotic animals.

On one count I was right. Jannie was in raptures over the coatis, as were her two sisters and brother. We named the two creatures—cousins of racoon—Cyrano and Pinocchio (my husband Albert's idea). They were given the free run of our enormous walled garden. To begin with, that is.

We had always maintained that life in Paraguay was like an operetta come true: strange and wondrous things were apt to happen at any moment. With the acquisition of Pinoc and Cyrano, life

became even more operatic, not to mention livelier.

On their first day with us the coatis, in exploring their new territory, managed to flush out a nest of wasps. The children, cook, maid, gardener and dog—all received two or more stings apiece; both coatis were lumpy and swollen from snout to tail. At least they accepted their affliction philosophically and complained not at all, which could hardly be said of the other wounded.

As a result of this mishap the gardener, Pedro, was persuaded—easily, for a change—to construct a stout cage of wood and wire. Here the coatis could spend their nights. The cage also served as a safety valve—for us. When their antics became too exasperating, they could be lured into the cage with a carrot or a cookie for a cooling-off period.

The coatis were inseparable. So were they and the children. Although fond of all the children, the two favored Jannie and would follow her anywhere. As soon as she left the breakfast table they dropped whatever they were doing to dash after her, squealing madly. Jannie would hold out a stick, which the coatis would creep onto and then dangle, upside down. They would allow themselves for short periods—very short periods—to be wheeled about in doll carriages. Jan and her sisters wore them

curled round their necks as furry collars.

One of their tricks was to scramble up the children's legs and bodies to their shoulders. Jan, Debby, Sally and Rob



Janet and Pinnocchio.

were delighted with this accomplishment. The maid and cook, suspicious of such athletic personalities, swatted them with towels if they came too near, or rather, swatted *at* them. They seldom connected; the coatis were too quick.

They could climb anything. Having clambered up a young tree or bush, they would ride the end of a supple limb, Tarzan-style, back to earth. Pinoc was the clown of the pair; he would leap for a low branch, miss, go sprawling on the ground—and then look round for the laughs.

They would scale the walls of our home by means of the high window or door screens, reaching a height of 12 or 15 feet. At that point they were marooned, too fearful to descend, and would have to be rescued by a sour Pedro, who was afraid of both heights and coatis.

One Sunday morning we were strolling out to the patio, where in good weather we always had breakfast. There

was a horrified shriek from that direction. We broke into a run.

"*Malcriados!*" (the equivalent of "Were you raised in a pigpen?")

"*Señoooooooooora!*" It was the maid Lucy's tearful voice.

Lucy stood holding a platter of hot pancakes. She waved tragically towards the table. Pinoc and Cyrano, protagonists in high drama, were racing from cups of cocoa to pitcher of syrup to plate of butter to glasses of orange juice. They had made one of their not infrequent escapes from their cage and were enjoying a gourmet meal.

To mollify Lucy and Josefina, who were ready to quit on the spot, we settled for soggy pancakes smeared with jam served in the dining room. We ate silently. From the kitchen floated shrill, indignant voices. From the patio came the rattle of china as the coatis continued their orgy. Their appetites were bigger than they were.

Pedro was another one impervious to Pinoc's and Cyrano's charms. Not only was he called on to rescue the pets from dizzying heights or from the neighbors' garden, which they happily invaded; he had also to follow them about our own garden and fill in the holes they dug.

The coatis' favorite foods were eggs and grubs. The latter were found in abundance in the soft, moist soil of the lawn; Pinoc and Cyrano had only to root them out with their snouts, an activity they could carry on for hours at a time. Soon the grass was a foot high.

"Where is the time to cut it?" Pedro would grumble. "I am kept occupied repairing the mischief of these accursed devilets."

The poodle, Nappy, had his problems, too. A friendly fellow, he would cautiously follow the coatis, hoping to make friends. At times he approached closely enough to tread on a

tail. Both coatis would whirl, their teeth bared, snarl and make a ferocious lunge for their pursuer. Nappy would streak across the yard ki-yiing in mortal terror, coatis snapping at his heels. The commotion could be heard for a block and brought all household business to a halt until the coatis could be diverted and Nappy soothed.

The climax of the Coati affair—or, more accurately, anticlimax—occurred when I submitted some photos of the coatis to Life magazine. A few weeks later came a letter: while my pictures fell short of professional quality, the editors of Life were intrigued. Could they send a photographic team to us from Argentina to photograph the coatis, along with Jannie, her sisters and brother?

Alas. Too late. By a mere few days did Cyrano and Pinoc thus miss the glory of international fame.

Our home leave loomed ahead of us, only a few weeks away. We had discussed the matter with the children, who argued, with reason, that the coatis might be mischievous but were not vicious. True, my husband and I agreed, but did they really want to trust them to the perhaps not so tender, loving care of Lucy, Josefina and Pedro while we were away? There was no one else to look after them; many of the children's friends were willing, but their parents were certainly not.

It was finally decided to turn the coatis loose in Paraguay's beautiful big botanical garden. Self-sufficient as they were, the animals would have no trouble in finding food or defending themselves.

"I will never forget you, Pinoc and Cyrano," Jannie whispered to them as she set them down on the garden grounds. And of course she never did. Nor did the rest of us. ■

The photographs are by the author. The drawing is by Sally Carter.



News Highlights

New Foreign Service Act becomes effective

Department Notice explains implementation

WITH KEY provisions of new Foreign Service Act becoming effective on February 15, a status report on its implementation was circulated to employees in the form of a Department Notice which, officials said, "will be supplemented with more detailed information over the weeks ahead." The Notice advised State employees of the following:

Senior Foreign Service

For officers serving in Classes 2 and above who are considering joining the new executive corps, there is an advantage in requesting to do so before June 14, since until that time acceptance will be automatic for all FSOs, FSIOs and other worldwide-obligated officers who apply. Those who request appointment more than 120 days after the effective date of the act must be evaluated on the same basis as officers considered for promotion into the corps before they can be appointed. Each eligible officer will be notified by his or her agency of applicable conversion procedures, based on jointly-agreed approaches, and provided with details on operation of the corps, as soon as governing regulations have been taken up, as appropriate, with exclusive employee representatives.

Conversions from domestic service

Some domestic service-designated members of the Foreign Service are serving abroad on excursion tours, and will as a result of their permanent status have the possibility of converting to the Civil Service. For those employed by the Department, the conversion period began on February 15. These individuals are to be notified by letter or cable, and will have 60 days after receipt of notification to indicate their preferences.

Allowances

New, discretionary allowance authorities in the act, as well as some previously existing but unfunded, did not automatically become effective on

February 15. The foreign affairs agencies will jointly make every effort to activate them within the limits of funding availability, as soon as feasible, but posts should not assume they have been implemented until specific notification with respect to each allowance is received.

Annuities for former spouses

Regulations implementing provisions of Chapter 8 of the act have been placed into effect, effective February 15, to meet legal requirements and to avoid giving unfair advantage to either party in pending divorce actions, the Notice said. Copies will be forwarded to posts.

Appointment authorities

Since previously existing appointment authorities (FSR, FSRU, FSS) expired as of February 14, regulations activating new authorities were being issued, effective February 15. Subject to current hiring restrictions, posts and agencies may continue to use existing regulations for appointment of Foreign Service nationals, resident personnel, temporary residents, and family members of Government employees until new regulations are issued.

Pay levels and grades

As of February 15, all members of the Service, other than senior officers and those in the domestic category, were to be automatically assigned to new classes to correspond to the levels at which they have been paid since October. The new levels:

FSO/IO/R/RU-3, FSS-1 become FS-1.
FSO/IO/R/RU-4, FSS-2—FS-2.
FSO/IO/R/RU-5, FSS-3—FS-3.
FSO/IO/R/RU-6, FSS-4—FS-4.
FSO/IO/R/RU-7, FSS-5—FS-5.
FSO/IO/R/RU-8, FSS-6—FS-6.
FSS-7—FS-7.
FSS-8—FS-8.
FSS-9—FS-9.
FSS-10—FS-9.

Senior officers are to retain current class designations until they become

members of the Senior Foreign Service, at which time they will be placed at one of six salary levels based on the Civil Service's Senior Executive Service schedule. For all six salary levels, base pay is now limited to \$50,112.50 per year, pending possible congressional action. Upon conversion to the Senior Foreign Service, current officers at Class 2 will be appointed to the personal rank of counselor; those at Class 1 to the personal rank of minister-counselor, and career ministers will be reappointed as career ministers. Those in the domestic category will retain current FSRU, FSR or FSS designations until they convert to the Civil Service, or are determined to be worldwide available and convert to the appropriate Foreign Service pay category. All conversion will be to the same tenure status as held currently; career if now career, limited if now limited.

Promotion—performance evaluation

Department procedures in place at the time of the new act are expected to remain fundamentally intact, with revisions made as required to conform to the new act. Accordingly, there is no immediate change in the performance evaluation schedule or requirements. State selection boards are scheduled to meet in July and August.

The Notice concluded: "The complexities of transition involving major structural change in the Foreign Service will certainly generate questions. We will attempt to clarify the situation as soon as possible and keep you informed. In cases of urgent need for additional information, inquiries should be directed to the Office of the Director General of the Foreign Service. □"

Severance pay regulations

Proposed regulations which exclude Senior Executive Service non-career appointees from receiving severance pay have been issued by the Office of Personnel Management. The

complete text is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. □

Home leave expenses are deductible, says Court of Appeals

Expenses incurred on home leave in the United States are tax deductible, according to a ruling on January 21 by the U.S. Court of Appeals for the District of Columbia. The three-judge opinion overturns earlier rulings by the Internal Revenue Service and the U.S. Tax Court.

The jurists acted in the cases of two Foreign Service officers—Kurt Teil and Roger Brewin. Mr. Teil was assigned to Ankara, Turkey, and Mr. Brewin to Paraguay when they returned to the United States on mandatory home leave in the early 1970s. During his leave, Mr. Teil drove from Washington to Maine with his family, and sought to deduct a total of \$795 in expenses for hotels, food and a car rental. Mr. Brewin went with his family to Arizona, visiting relatives, sightseeing in the Grand Canyon and taking a week-long raft trip on the Colorado River. He sought deductions of \$630 for room and food and \$600 for transportation. The deductions of both men were disallowed—on the grounds that the expenses were not incurred pursuant to their trade or business and that the travel was personal in nature.

But the Court of Appeals said: "Home leave for Foreign Service officers is mandatory and reflects the congressional policy and statutory obligation that Foreign Service officers should return to the United States periodically to reacclimate themselves with the way of American life. This reacclimation is part of the "business" of a Foreign Service officer in representing the United States abroad . . . "There exists a strong nexus between the appellants' travels on compulsory home leave and the 'business' of a Foreign Service officer. Traveling facilitates the obligatory re-Americanization of Foreign Service



LIMA—The name of this young lady, *Ketty Baldwin*, has just been affixed to the top of the building—the Peruvian National Sport Stadium. She's the executive secretary in the office of the U.S. agricultural attache. She's also one of the country's best marksmen with a carbine, and a fencing champion.

officers. It allows them to visit many different places and people and to observe a variety of lifestyles in a short period of time. While it is often like a vacation, it nevertheless helps fulfill the appellants' statutory duty. In our view the necessary expenses required by the officer being ordered to sleep, eat and travel away from his established residence cannot be considered to be *personal* when his personal desires are completely overborne by Government orders with which he must comply at the risk of being discharged."

The judges at this point quoted from a 1978 Court of Appeals ruling:

"The travels of the present taxpayer provided him opportunity to sense the trend of life throughout a large segment

of the nation. The circumstance that it may have been pleasant or, indeed, have the flavor of a vacation does not negate its nature as an obligation. Surely, the Congress was aware of this pleasurable potential, but nevertheless *required* it of Foreign Service officers. Discharge might well have followed a failure to comply with the practice. In obeying, the taxpayer was pursuing his professional employment."

"We conclude," the judges said, "that the home leave travel expenses of [Mr.] Teil and [Mr.] Brewin relate primarily to their trade or business as Foreign Service officers. Accordingly, they are deductible . . ." □

Happy birthday-ing for State continues

Foreign Service posts around the world are marking the Department's bicentennial with receptions and other ceremonies. And newspapers in many sections of the United States are saluting State's year-long observance of its 200th birthday, according to Terry McNamara, coordinator of bicentennial activities.

Ambassador to Norway Sidney Rand, for example, hosted a reception in Oslo for the diplomatic corps and representatives of the Norwegian foreign ministry. Ambassador Jerrold North held a similar function in Djibouti. In Paris, the chancery courtyard was the scene of a wreath-laying ceremony at the statue of Benjamin Franklin, first U.S. minister to France. In Kuwait, Ambassador Francois Dickman combined the embassy's bicentennial reception with Washington's birthday celebration on February 22.

The Department has received many congratulatory messages. From abroad, for example, Belgium's minister of foreign affairs, Charles-Ferdinand Northcomb, sent a message of congratulations. At home, Governor Robert D. Ray of Iowa proclaimed January 5 to January 10 "State Department Bicentennial Week."

Phyllis Young, executive secretary of the bicentennial coordinating group,

was interviewed on radio in Spokane. The New Haven Register carried an editorial on State's birthday. The anniversary also was featured in Don Graff's column, syndicated by the Newspaper Enterprise Association; by James Reston in the New York Times; Bob Webb in the Cincinnati Enquirer; and by other writers. Foreign Service officer Kenneth R. Quinn, who is on a Pearson program assignment in the office of the governor of Iowa, wrote an article on the history of the Department for the Des Moines Register. □

THURSDAY LUNCHEON GROUP—New officers, from left: *Paul M. Washington*, State, program chairman; *Genease Shivers*, AID, treasurer; *Virginia S. Butler*, State, vice president; *Patricia Hill*, AID, treasurer; *James D. Singletery*, AID, vice president; *Peggy Brown*, ICA, vice president; *George H. Sealey*, State, president. (Photo by David M. Humphrey, Visual Services)

Joseph Sisco speaks at Open Forum

Joseph Sisco, former under secretary for political affairs, addressed the noontime meeting of the Secretary's Open Forum on February 18. He spoke on "American Foreign Policy Priorities for the 1980s." Also during the month, journalist John K. Cooley discussed "The Libyan Whirlpool: Qadhafi-s Arab and African Adventures," in a meeting attended by many officers from both the Africa and Near East bureaus. British Sovietologist Robert Conquest gave East European hands and others in the Department his assessment of "What Makes Soviet Leaders Tick?" And former Ambassador Marshall Green, now with the Population Crisis Committee, discussed "The World Population Explosion: Can Anything Be Done About It?" ■



Mr. Sisco



Honors and Awards

Wilkinson is 1st winner of \$5,000 Dunn Award

James Wilkinson, political counselor at Embassy Bangkok, is the winner of the Department's first James Clement Dunn Award. It will be given



Mr. Wilkinson

annually to a Foreign Service officer of Class 3 for "exemplary performance." The citation includes a certificate and \$5,000—the Department's highest cash award.

On the selection committee were former Under Secretary David D. Newsom, former director general Harry G. Barnes Jr., and the then counselor of the Department, Rozanne L. Ridgway. They picked Mr. Wilkinson from among 28 candidates. He was cited as a "creative manager both in Bangkok and Moscow," and for "his language abilities, his sensitivity to diverse cultures and constituencies in multiple settings, his concern for the development of those with whom he works, and his integrity."

In addition to those nominated for the award, all Foreign Service officers of Class 3 who receive the Superior Honor Award in the previous year are eligible to compete. A selection committee will automatically review the performance files of these latter officers. Deadline for the 1981 Dunn Award nominations is September 15.

Mr. Wilkinson joined the Foreign Service in 1962. He has served in Washington, Canberra, Munich, Bangkok, Songkhla, Moscow and, again, in Bangkok. He also held assignments, on detail, with USIA (now ICA) and the Department of Justice. In recent years he was an international relations officer at State, 1972-74; administrative officer in Moscow, 1974-76; deputy director (exchanges officer), Soviet Union affairs, 1976-79; and, since 1979, counselor for political affairs in

Bangkok. He speaks German, Russian and Thai. □

Chevez wins \$2,000 award for consular work in San Jose

Robert J. Chevez, chief of the consular section in San Jose, Costa Rica, is the winner of the Department's new Consular Service Award for "outstanding



Mr. Chevez

contributions to consular operations." The award is a certificate and \$2,000.

Mr. Chevez, a Foreign Service officer of Class 5, was lauded for being "imaginative, innovative and highly effective" in managing the embassy's consular section, with its fixed resources and rapidly increasing workload. He "demonstrated

compassion and understanding in assisting U.S. citizens and those of other countries in times of hardship, and has shown personal courage in the face of physical danger," the citation noted.

Diego C. Asencio, assistant secretary for consular affairs, was chairman of a committee that reviewed 10 nominations for the award. The committee, after picking Mr. Chevez as the winner, recommended that the officials who had nominated the others should now nominate them for Superior or Meritorious Honor Awards, and/or cash awards for outstanding performance. The other candidates were Steven P. Coffman, Melbourne; Hartford T. Jennings, Gaborone; John Bennett, Lagos; Barbara Tobias, Monrovia; Lee M. Peters, Bangkok; Stanislaus R.P. Valerga, Port-au-Prince; Molly Williamson, Amman; Frank J. Barrett, Frankfurt; and Lewis A. Kert, Bern. □

MADRID—Regional security officer John M. Swaffort, left, receives Superior Honor Award from Ambassador Terence A. Todman.



Abramowitz is cited by White House

Ambassador to Thailand Morton I. Abramowitz received the President's Award for Distinguished Federal Civilian Service—the Government's highest honor for career employees—at a ceremony in the Department on February 20. Acting director general Ronald D. Palmer presented the gold medal and citation to the envoy on behalf of former President Carter.



Mr. Abramowitz

Mr. Abramowitz was nominated for the top award by then Secretary Cyrus Vance. He was cited for "outstanding contributions to the Indochina relief effort and to the search for peace and stability in Southeast Asia." He joined the Foreign Service in 1960. In recent years he has served as special assistant to the deputy secretary, 1969-71; foreign affairs analyst, 1971-73; political adviser to the commander-in-chief, Pacific, 1973-74; and deputy assistant secretary of defense, on loan from the Foreign Service, 1974-78. He was appointed ambassador to Thailand in 1978. □

5 Carter people get Medal of Freedom

Five members of the last administration's foreign affairs team—Secretary Muskie, deputy secretary Warren Christopher and Ambassadors Gerard C. Smith, Robert J. Strauss and Andrew Young—were among recipients of the Presidential Medal of Freedom. Mr. Muskie was cited for having "performed heroically in a time of great challenge," Mr. Christopher for his role in negotiating the release of the 52 American hostages in Iran; Mr. Smith for his work on the SALT treaty; Mr. Strauss for his trade negotiations and his help in negotiating peace between Israel and Egypt; and Mr. Young, for his role in human rights. □

Awards for Newsom, Read, Saunders, W. Carter, Schaufele



Mr. Newsom



Mr. Read



Mr. Saunders



Mr. Carter



Mr. Schaufele

Five outgoing senior officials—David D. Newsom, Ben H. Read, Harold H. Saunders, W. Beverly Carter and William E. Schaufele Jr.—were presented high Department awards at recent ceremonies. Four won the Distinguished Honor Award; Mr. Schaufele received the Wilbur J. Carr Award.

Mr. Newsom, former under secretary for political affairs, was cited for his 35-year career "characterized by the consistent exercise of extraordinary intelligence, vigor and dedication." He served as ambassador to Libya, 1965-

69; Indonesia, 1974-77; and the Philippines, 1977-78. He was assistant secretary for African affairs, 1973-74.

Mr. Read, former under secretary for management, received the award for his role in the passage of the Foreign Service Act, and other reforms.

Mr. Saunders, assistant secretary for Near Eastern and South Asian affairs, 1978-81, won the award for his "central role" in shaping American policy in the Middle East. He was a key adviser to the Secretary and the President in the Camp David accords and the Egyptian-Israeli peace treaty. He also worked "unceasingly to free the 66 Americans held hostage in Teheran."

Mr. Carter, a former ambassador to Tanzania and Liberia, and former ambassador-at-large for liaison with state and local governments, was honored for his 16-year career in the Foreign Service, "exhibiting in all cases professionalism, sincerity and warmth."

Mr. Schaufele, a former assistant secretary for African affairs, 1975-77, and European affairs, 1977-78, and a former U.S. ambassador to Upper Volta and Poland, was cited for his "distinguished career of creative contributions to American foreign policy." During his 30-year career with State, Mr. Schaufele also was deputy U.S. representative to the UN Security Council and inspector general.

Mr. Newsom reviewed highlights of his career at a retirement ceremony in the Thomas Jefferson State Reception Room, February 3. "It is the people and not the events that stand out in my recollection," he said. "It is the people who make history. It is the people who are at the heart of diplomacy." He had special praise for secretaries—"those wonderful and totally indispensable persons"; for communicators—"those in the back-rooms who supported us abroad and who brought the telegrams at midnight to the residence. We could not have worked or lived without their constant and faithful help"; and for those nationals of other countries "who serve us abroad. Often they do so at great risk of alienation from their society and danger to their persons." ■

Combatting Terrorism

'Do not assume that...you are immune'

Installation and employees are the most frequent targets

BY THOMAS G. McGRATH

The author serves as coordinator of the two-day seminars, "Coping with Violence Abroad," that are conducted for employees and their families at the Foreign Service Institute.

IN SPITE OF all that has been said about terrorism, and of the techniques available to avoid becoming the target of a terrorist attack, many of us still adopt a fatalistic attitude.



Mr. McGrath

We assume—erroneously—that, no matter what precautions we take, our risks remain the same. Or we simply prefer not to give the topic any consideration, believing that the techniques are too

bothersome—or that it is beyond our capability to change our lifestyles or habits. Yet the techniques we recommend are quite simple. They can easily become a part of your daily routine. And they are of proven value, they are known to have saved lives. All of which makes it imperative for us to give strong consideration to adopting at least *some* of them.

We know, for instance, that many terrorist operations have been canceled or aborted, or the target changed, because the original target changed his or her route or time of departure. Or the target was clever enough not to fall for a ruse, such as the use by an unauthorized person of an official-looking uniform or identification. Or the target, at the moment of attack, decided to resist—using an evasive driving technique or some other method of self-defense.

The fact is that precautions against terrorism must be made a family matter. For any plan to be effective, it has to

involve active participation by all members of the family.

You should be aware that every diplomatic post overseas has a plan for dealing with terrorism. These plans state specifically what your immediate reaction should be, who you should notify and what the long-term considerations are. When you arrive at post, you should be given a security briefing. Take the time to read the plan. Find out how they protect you, what responsibilities you have under the plan. If you find that the plan is inadequate or out-of-date, make recommendations to improve it. Be sure to attend briefing sessions or drills. Have your family attend any unclassified security education program that is offered.

Precautions for individual and family

Do not assume that, because you are not a high-ranking diplomat, you are



A review of the terrorism seminar by a former hostage

BY RICHARD QUEEN

The author is one of the Americans who was held captive in Tehran. What follows is his personal evaluation of the two-day seminars that are offered at the Foreign Service Institute.

THERE IS little need to stress what a threat violence and terrorism have become to Americans serving abroad. The danger is very real and can affect anyone, irrespective of rank or position. A quick glance at the wall plaques in our building in Washington, commemorating State Department people who have died in the line of duty overseas, will de-



Mr. Queen

monstrate just how menacing terrorism has become within the past decade.

To help cope with this growing threat, the Department's Office for Combatting Terrorism provides a two-day course for Government officials and their families assigned for tours of duty outside the United States. The course, which combines films and lectures, is divided into 45-minute sessions that cover everything from preventing petty crime to preparing for full-scale civil disturbances. The program has been considerably expanded since the seizure of the U.S. embassy in Tehran on November 4, 1979.

Shortly before leaving the United States in July 1979 to begin my first Foreign Service assignment, as third secretary in our Tehran consulate, I was instructed to attend a day-long seminar on terrorism held across the Potomac in Rosslyn. My reaction to the course then was that it was entertaining—especially

for someone who had just completed 24 long weeks of Farsi-language schooling and one month of consular training—but also that the course was not to be taken too seriously by someone of such junior rank as myself. Included in the seminar was a comparatively brief film on what one should do if ever captured by terrorists and held hostage.

And then came November 4. Among the points emphasized by the film at the 1979 seminar were three which I found to be of particular value to me after I was captured by the Iranian militants:

1. Attempt to establish personal contact with your captors so that they come to view you as an individual human being, not just a nameless and faceless "enemy" agent.
2. Develop and maintain a daily regimen, especially an exercise program.
3. Avoid talking about politics and other subjects which can only needlessly antagonize your captors.



McGrath

—(Continued from preceding page)

immune from terrorism, and that these recommendations, therefore, do not apply to you. The facts do not support this assumption. An analysis of terrorist incidents involving U.S. diplomatic personnel and installations over a 15-year period shows that less than 25% of the attacks were directed specifically against the highest-ranking American at the mission. The majority of the attacks targeted the installations themselves (e.g., chanceries, trade centers, consulates, binational centers, etc.), military attaches, consular officers, Peace Corps officials, political officers, cultural attaches, second secretaries, AID officials and Marine security guards. This being the case, you might find that taking the following precautions might save your life, or the lives of your family members.

(1) Avoid routines. Prior to undertaking an attack, the terrorist group will conduct surveillance to determine when you are most vulnerable. It is of great assistance to them if you are always at a certain location at a certain time. A study

of major incidents indicates that this is probably the most crucial element in your defense. In each case the targets' predictability worked against them. So vary your travel routes, and your times of departure and arrival. Avoid, whenever possible, being at the same place at the same time on the same day of the week—e.g., the same church or club meeting.

(2) Remain alert. Particularly when you are traveling, establish the habit of looking around you at the faces of people you see, or at the events that are taking place. If you see the same face more than once during the day—if an individual seems out of place, or if his or her activities are in any way unusual—report this immediately to your security officer. Your most vulnerable moments occur when you are leaving home and when arriving at work. At these times you must be even more alert than you usually are.

(3) Know the country you are in. Be able to ask for help in the local language. Know where emergency services are located, such as the police department, the fire department, any military

facilities, and the nearest U.S. facility that might offer you protection. Keep appropriate maps in the glove compartment of your car.

(4) Maintain a low profile. Where possible, dress in a manner similar to the local population. Use an automobile that is commonly seen on the streets. If you have any choice in the matter, choose a residence that is not radically different from any other in the neighborhood. Avoid publicity unless your job requires you to be in the limelight.

(5) Keep near your phone and on your person a list of emergency phone numbers. If you are at a post where there is a radio network, learn how to operate the radio. Test it regularly, even if there is no established program for testing. Keep a list of call signs and codewords with the radio. Keep the radio properly charged, and in a location where it is readily available day and night.

(6) Avoid crowds and civil disturbances. Even peaceful demonstrations can quickly turn violent. The violence can spread rapidly, entrapping

Queen

—(Continued from preceding page)

The new course includes a longer, more "in-depth" film that has incorporated many of the lessons learned from the most recent hostage-taking incidents, including Tehran. Because hostage situations can vary so greatly, three different scenarios are depicted: the detention of a person in a basement cage, the seizure of a consulate, and the holding of a man in a jungle environment. Certain general conditions apply to all hostage situations, and these are especially emphasized. Supplementing the film was a discussion designed to highlight the major points. I found the hostage survival session to be an excellent study and evaluation of just what it is like to experience such a situation.

The film is very correct in showing that the hostage's worst enemy can be the imagination; unfortunately, I found from my own personal experience, that it is next to impossible to control one's thoughts during such a traumatic and

disorienting event. There was the fear of death but, besides that, there was also the agony of trying to cope with something which so radically altered or destroyed everything that I had come to expect from life. After a period of time, about two months in my case, I began to adjust to the situation, developing a routine and generally adopting a new lifestyle. In our particular situation we were most fortunate to have a large number of books to keep ourselves occupied, but I was also able to distract with mind games. For example, I would spend hours reconstructing my high school, college and university course schedules, and trying to remember who were the other students in the class. Keeping one's mind stimulated is a must—something which is brought out in the film. Although in a hostage situation there can be no substitute for personal experience, the preparation provided by this seminar can be of

valuable aid in coping with the trauma.

Hostage survival, although a major part of the course, is only 1 of 11 sessions. The discussion entitled "Preparation for Family Separation/Evacuation" was especially worthwhile, and the booklet containing a checklist of things which should be completed, especially before embarking for a hazardous-duty post, is a must for perusal. Returning to a normal life after being released from Tehran would have been so much simpler and easier if I had been provided that booklet before leaving the States.

It is impossible to prevent terrorist groups from attacking American personnel and installations abroad, but it is possible to limit their threat and damage by following certain security precautions. The purpose of this course, "Coping with Violence Abroad," is to provide a basic understanding of what the terrorist threat is and, more importantly, how to deal with it. □

people in peripheral areas.

(7) Do not reveal family travel plans to people who have no need to know. In many instances, even your domestic employees do not need to know where you are going and exactly when you will be back. Naturally, if domestic employees are watching children, they should be provided with a phone number or some other means to contact you in an emergency.

(8) Each member of the family should keep the others aware of his or her plans or whereabouts.

(9) Make sure that all family members realize the importance of reporting unusual or threatening events.

Residential security

(10) Ask your regional security officer to conduct a security survey of your residence. Follow up on the recommendations that are made.

(11) In areas of high threat it is important to establish a safe-haven area within the residence. Normally the safe haven is established in the bedroom area, so that all members of the family can have quick access to it during the night. As a minimum, the area should consist of a solid-core door with adequate locking devices, and protected windows that are capable of delaying an intruder until help arrives. It would be wise to store emergency items in the safe haven such as a flashlight, emergency rations, communications equipment and a first-aid kit. The safe haven must include a means of escaping from it. The family must prepare an emergency plan indicating where members will assemble after the escape.

(12) If you are planning a large social event at your residence, request police coverage—especially if you have invited people who would be attractive targets for terrorists.

(13) Obtain biographical data on your domestic employees and, where possible, request that an investigation be conducted.

(14) Discuss security problems with your domestic employees. Be sure they understand what is expected of them. Tell them not to allow any

Seminar Schedule

The "Coping with Violence Abroad" seminars are held in State Annex 15, 1800 North Kent Street, Rosslyn, Va., from 9:15 a.m. to 5 p.m. For information about them, call the Foreign Service Institute registrar, (703) 235-8727, or the Office of Security, (703) 235-9461. The next seminar will be conducted on March 23-24. Others are scheduled for April 20-21; May 4-5, 11-12, 18-19; June 1-2, 8-9, 22-23, 29-30; July 6-7, 13-14, 20-21, 27-28; August 3-4, 10-11, 17-18, 24-25; September 10-11, 14-15, 21-22; October 5-6, 26-27; November 2-3; and December 14-15.

strangers into the house, no matter how official they might appear or sound, until their identity is confirmed beyond a doubt. Terrorists have used police uniforms.

(15) Consider purchasing and installing a residential alarm system. Many new alarms do not require wiring and, therefore, one need not be an expert to install them.

(16) If someone breaks into your residence, turn on the lights. Make noise. Go to your safe haven. Call for assistance (it is usually best not to confront the intruder).

Travel precautions

(17) Vary routes and times.

(18) When approaching your vehicle, have your keys in hand. Check the area. Check the car itself—the exterior and interior.

(19) Always keep your car locked. Park it in a secure area, if possible.

(20) When driving, keep your seat belt fastened. Keep your windows up. Keep all doors locked.

(21) Be alert. If you suspect you are being followed, change your route somewhat to see if the car remains with you. If so, take note of any identifying data. Proceed to the nearest safe haven. Inform your security officer.

Bombs

(22) Whenever possible, have your

international mail addressed to the embassy or consulate, where it can be screened by personnel trained in this technique. Ask your security officer for details concerning the precautions taken at your post. Learn the identifying characteristics of letter and parcel bombs.

(23) If you notice any unattended packages, or packages in unusual places, try to find the owner of the package. If you are unable to do so, inform the security officer.

(24) Read the bomb plan. Keep a copy of it available at your desk.

Guards

(25) If you are at a post where there are residential guards, ensure that you receive adequate protection by providing the guard with a set of guard orders, explaining to him exactly what is expected of him. Reporting to the security officer, or to the post official responsible for the guard program, any failure on the part of the guard to perform his job properly.

Your security is *your* responsibility. Without your active participation in the security program, experts can do nothing. On the other hand, if you adopt even *some* of the above recommendations, you will make yourself a less attractive target than someone else. And that is the key to a successful self-defense. ■

It's time to think about '83 stamps

The Citizens' Stamp Advisory Committee of the U.S. Postal Service has begun the process of considering requests for commemorative postage stamps for calendar year 1983. All requests for such stamps on foreign affairs subjects should be directed to the Bureau of Public Affairs.

Themes must be of widespread U.S. national appeal and significance. International events of historical significance will be considered on their anniversaries.

All proposals for commemorative stamps should be submitted at least two years prior to the desired issuance date. □

Freedom Photos

NO, I DON'T FEEL like a hero," said Al Golacinski, one of the 52 American hostages released from Iran on January 20. "But if our incarceration contributed to what has happened in America. . . drawing the people together. . . then it was all worthwhile."

This attitude was echoed by several of the former hostages, many of whom were surprised and impressed with the patriotism that had swelled back in the States. After encountering enthusiastic receptions everywhere during their week-long "flight to freedom," they began to realize that they had a home in the heart of every American, regardless of age, creed or color. A sign on the road between Stewart Air Base and West Point said what the crowds themselves indicated: "You brought us together."

A need to somehow become involved and identify with the released Americans radiated from our country and spread to other peoples as well. It reached the people of Wiesbaden, West Germany, who sent their finest wine and champagne to the former hostages at the Wiesbaden hospital. It lingered in the hospital itself, tying emotional knots between people who may never meet again. It reached the Italians, who in spite of their recent devastation from the earthquakes, sent 200 gallons of ice cream from Naples. It reached the Irish, who greeted "our 52" at Shannon Airport as if the Americans were their own—with a personal welcome from the prime minister and gifts of crystal "liberty" bells and Irish whiskey. As "Freedom One" flew the hostages from West Germany to the United States, the countries below transmitted messages welcoming the Americans into their air space, and to freedom. That same spirit had long ago reached the Canadians, Swiss and Algerians, who gave of themselves to help make it all happen.

After five days in the Wiesbaden hospital, the former hostages board "Freedom One," headed for the United States.





Because of the editorial deadline, photographs in this section were among many that could not be included in the February issue of *STATE*, which told the story of the hostages' release. But they appear now because they portray an event that will live on for years to come in the history of our country, and in the hearts of Americans everywhere.

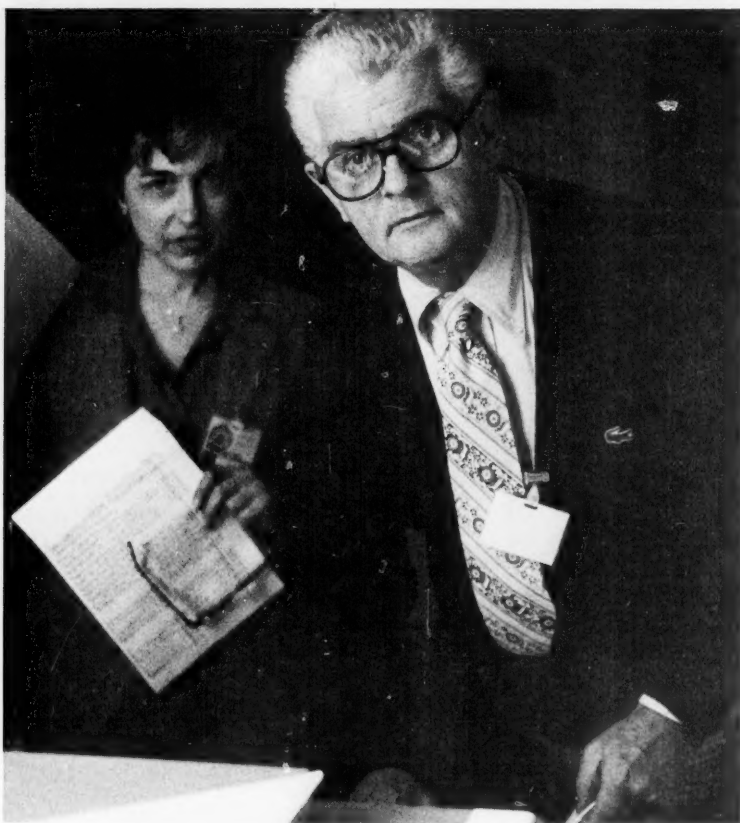
—DONNA GIGLIOTTI

Bruce Laingen, right, with Sheldon Kryz, executive director of the Bureau of Near Eastern and South Asian Affairs, who helped with the logistics of the return of all 72 hostages, including the first group of 13, the "Canadian 6" and Richard Queen.

Part of the 25-member team headed by Dr. Jerome Korcak, the State medical chief, were, from left: Dr. Robert Blum, Dr. James Spadoni, Deena Flowers, Dr. Robert I. Hauben, Dr. Esther P. Roberts, Dr. James Bullard, Mary D. Ellis and Dr. Elmore Rigamer.

Except as otherwise indicated, the photographs in this section are by Ms. Gigliotti.



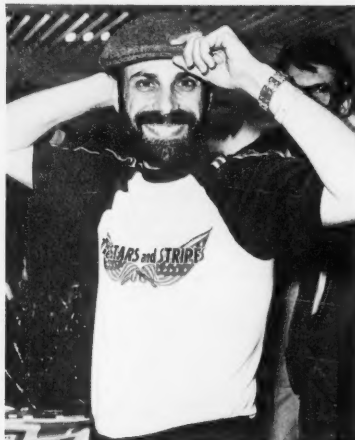


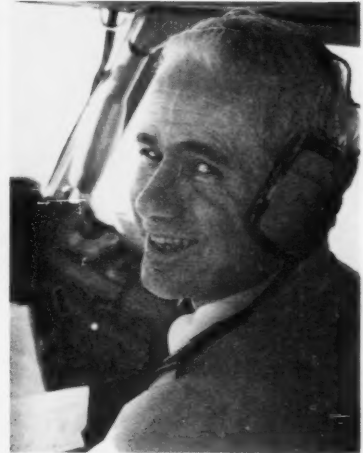
Looking towards "Freedom One" as it lands for refueling at Shannon, Ireland, are, front, from left, U.S. Ambassador *William F. Shannon* and his wife, *Elizabeth*; Prime Minister *Charles J. Haughey* and Irish Airlines hostesses. (Photo by *Robert Allen Photography, Dublin*)



Among Department employees sent to Wiesbaden for support work were *Catherine De-Leo*, medical records coordinator, Washington, and *Frank Nelson*, personnel officer, Frankfurt.

Former hostage *Barry Rosen* splurges on a tweed cap at the Shannon airport shop. (Photo by *Robert Allen Photography, Dublin*)





Former hostage *Tom Schaefer*, an Air Force colonel, helps pilot "Freedom One" as it nears the United States.

Aboard "Freedom One," former hostage *Sam Gillette* receives bracelet, inscribed with his name, from *Brenda D. Williams* of the Air Force flight crew. Similar bracelets were worn for prisoners of war during the Vietnam era.



As the plane approaches American air space, a flight crew member pours champagne for former hostage *Robert Blucker*.

Arriving at Stewart Air Force Base, near West Point, Marine security guard *Michael Moeller* is the first freed American to exit from the plane and descend to his family, waiting below.





Because of the crowd of 200,000 that lined the streets, the 17-mile trip from Stewart to West Point took over an hour. Former hostages' names are on the placards.

On the road to West Point.





The West Point cadets aren't supposed to, but a few can't resist breaking into smiles as they salute the former hostages.

Arriving at Andrews Air Force Base, former hostage *Malcom Kalp* waves a flag as he descends, followed by his family. (Photo by *Robert E. Kaiser, Visual Services*)



Greeting *Rocky Sickman* and his family are the speaker of the House, *Tip O'Neill*, center, and *Vice President* and *Mrs. Bush*, foreground. *Secretary Haig* (above Mr. O'Neill) greets the child of a former hostage.



Senator *Strom Thurmond* (R.-S.C.) on a bus from Andrews Air Force Base to the White House with former hostage *Bill Belk*, who is from South Carolina.





On the White House lawn, family members overflow with emotion. (Department of Defense photo)

At State Department's C Street entrance, where employees waited for the former hostages to ride by from the White House, many returnees left their buses to plunge into the welcoming crowd. At right is former hostage Robert Ode. ■

Home at last, the freed Americans salute as military bands play "America the Beautiful." Front row, from left: Joseph Hall, Colonel Leland Holland, Rick Kupke, Steve Lauterbach. Second row: Robert Blucker, John

Limbert, Jerry Miele, Robert Ode, Lt. Commander Robert Engleman. Behind Mr. Limbert is Bill Royer, and behind Mr. Blucker is Barry Rosen. (Photo by Walter Booze, Visual Services)



STATE Roundup

Joy is rampant overseas as the hostages are released

Foreign Service people celebrate at parties—and in churches

January 20 was a redletter day—a day of thanksgiving—at U.S. diplomatic missions everywhere on this planet. The following dispatches from overseas posts give evidence of the kinship that Foreign Service employees and their families feel for one another. More photographs and articles were arriving in STATE's editorial offices as the publication deadline passed.

Asuncion, Paraguay

The apprehensive mood here over the status of the hostages changed to one of guarded optimism on January 20. Ambassador Lyle Lane had given instructions to have champagne chilled and preparations for a celebration completed. The word went out to everyone to gather in the embassy patio at 3 p.m. Were we jumping the gun? Prudence dictated postponing the festivities for another hour. By then all uncertainty had vanished and everyone was relaxed and jubilant. The ambassador toasted our returned colleagues, and Mrs. Lane tied one last yellow ribbon—this time around the flagpole. □

Athens, Greece

In an "open letter" to the hostages, via STATE magazine, Deborah H. Emmert, wife of Foreign Service information officer Frederic A. Emmert, recalls going out to meet the hostages when their plane touched down at Hellinikon Air Base, on the flight out of Tehran. She writes:

"It is 8:30 a.m., January 21. The American Forces Radio is broadcasting your arrival at Rhein Main, and in the background I can hear cheers and shouts of welcome from 10,000 people waiting for you there.

"Your first welcome to freedom, however, really came nine hours ago, as a small group stood watching from the cold, wet tarmac at Hellinikon Air Base here in Athens. When your plane



BANGKOK—Balloons are released at Ambassador Morton I. Abramowitz's residence, during celebration.

touched down and came to rest 100 meters away, we, too, wished to welcome

you, to cheer you, to give you flowers and shake your hands. We realized the possibility to do so was virtually nonexistent, and although you were on the ground an hour, you remained



BOGOTA, Colombia—Among those celebrating the hostages' freedom at a champagne toast are (in small group in foreground on right), from left, press attache *Al Laun*, Marine Colonel *Frank Butler*, political counselor *Harold Eisner*, regional security officer *Charles K. Boles*, Ambassador *Thomas D. Boyatt*.

sequestered aboard the craft, 'according to the terms of the agreement.'

"But we continued to stand vigil there in the black, damp night, as the flashing lights of the petrol trucks painted fragmented yellow ribbons along the fuselage of your plane. Although it began to rain, we stayed on. As you finally taxied slowly past us on your way to Algiers, the military personnel came to attention and saluted; we civilians silently waved scarves and gloves. You could not see us, of course;

all window shades on the aircraft were tightly drawn as it went by.

"We want you to know that we were there. We were proud to be there, if only in mute welcome. And now we want to add our 30-odd voices to the 10,000 that cheer you at Rhein Main. We too want to say: 'Welcome back.'" □

Bangkok, Thailand

Arriving to work on Wednesday morning, January 21, members of the American mission here were greeted by an enormous American flag draping the front of the chancery, celebrating the end of a long ordeal and a new beginning for America.

On Thursday, Ambassador Morton I. Abramowitz invited members of the mission to join in an interdenomination-

al service of thanksgiving. The service was widely attended by the international community and was highlighted by a moving rendition of "Let There Be Peace on Earth," sung by Richard Bek of the Drug Enforcement Agency.

A missionwide celebration was held on Friday afternoon at the ambassador's residence. The tree-lined drive into the residence was a field of yellow; it was difficult to find a tree on the residence or chancery grounds which had not been adorned with a yellow ribbon. Shortly after 2 p.m., Mr. Abramowitz welcomed the guests of honor: Canadian chargé-d'affaires Sean Brady; former hostage Victor Thomseth's father-in-law, Sanit Charoenrath, and his two daughters; and Somchair Sriwaewnetr, who had worked in Tehran as a cook for several of the hostages and proved to be of im-

measurable assistance to the six Americans who escaped with the help of the Canadian Embassy. □

Berlin

West Berlin rejoiced with Americans here and throughout the world over the liberation of the hostages. City leaders, journalists and ordinary Berliners went out of their way to contact and congratulate American friends.

The president of the Berlin House of Representatives, Heinrich Lummer, dispatched a telegram to the U.S. Commandant noting that the "close relationship between the Berliners and the American people" was once again revealed by the "strong concern about the fate of the hostages" shown in the city."

Berlin city officials directed that the freedom bell in the spire of the Rathaus Schoeneberg, seat of West Berlin's Senate and House of Representatives, be rung to celebrate the hostages' release. □

Bogota, Colombia

News that the hostages had finally cleared Iranian airspace was cheered by members of the U.S. mission here at a champagne toast hosted by Ambassador Thomas D. Boyatt. He said: "We all share a sense of joy and relief but, at the same time, I recognize that the euphoria is mixed with a growing resentment and anger that they could have been taken hostage in the first place. In the coming weeks and months we will reflect on the circumstances which permitted the taking of our embassy in Teheran, and then be in a position to recommend measures aimed at making sure such a thing won't happen again." □

Brasilia, Brazil

As soon as news of the release was confirmed on January 20, an impromptu "Freedom of Hostage" cocktail party for the entire embassy staff was held after work in the community clubhouse. Nationals from the Algerian, British, Canadian, Swedish and Swiss embassies were invited to participate. The turnout was overwhelming. The following day a



BUENOS AIRES—Ambassador *Harry W. Shlaudeman*, left, cuts the yellow ribbon from tree in front of the chancery. With him are Marine security guard *Wesley Williams*, who was among the first 13 hostages released from Tehran, and *Donald R. Tyson* of American Foreign Service Association.

mass of thanksgiving for the hostages was arranged and all embassy employees, families and friends were invited.

Ambassador Robert Sayre reported: "The week following these spontaneous events the embassy celebrated the President's designated 'Day of Thanksgiving for the Hostages' with a special flag raising ceremony at the embassy. It was a gloriously beautiful morning and with the entire staff, families and friends again in attendance, the Marine color guard raised our proud 'Old Glory'. These were the public manifestations, but there were also many private prayers and toasts of thanksgiving and happiness." □

Brazzaville, Congo

Ambassador William L. Swing held a formal dinner for the Algerian ambassador and all members of the Algerian embassy staff and their

spouses, along with our own country team. This was a gesture of thanks for Algeria's key role in the release of the hostages. The embassy has received numerous written and verbal congratulations from members of Congolese, expatriate and diplomatic communities here. □

Brussels, Belgium

The three U.S. missions here held a special interdenominational thanksgiving service at St. Joseph Church, near the embassy. The service was arranged by the community liaison office coordinator, Jackson Bosley, in conjunction with ministers representing Catholic, Protestant and Jewish faiths. The service was attended by approximately 150 persons.

On the evening of the hostage release, the U.S. embassy and its Marine security guards, led by Master Sergeant Jimmy M. Carson, hosted a "Thank God They're Free" celebration. The Marines provided refreshments. □

Bucharest, Romania

The embassy observed a national day of thanksgiving announced in honor of the hostage release on January 29. The

observance centered around a noontime assembly of both American and Romanian embassy employees with their families at the American Library Auditorium. The ceremony included addresses by American Ambassador O. Rudolph Aggrey, American Foreign Service Association representative Stephen Johnson, and cultural affairs officer Victor Jakovich. Special words were delivered regarding Kathryn Koob former assistant cultural affairs officer in Bucharest, including comments of the Romanian staff who worked with her. There were expressions of admiration for the courage and dignity she displayed during her imprisonment. □

Budapest, Hungary

The staff of the embassy here and their families, joined by a large part of the Budapest diplomatic corps, many Americans resident in Budapest, and many Hungarian friends, gathered on January 23, jamming into the coronation church, the Matyas Templom, Budapest's

CARACAS—Embassy personnel in song. Ambassador and Mrs. William H. Luers are at far right.

most historic church. Ambassador Harry E. Bergold Jr. spoke at the end of the mass, to thank all who had attended. He stressed the universal value of freedom and the threat that diplomats of all nations face at this time. Among those from other embassies who attended the service, many expressed their appreciation at the opportunity to demonstrate their solidarity with the United States. □

Cairo, Egypt

On January 29, a commemorative service was held on the embassy grounds to celebrate the release. Remarks were made by deputy chief of mission Robert S. Dillon, in the absence of the ambassador. On January 25, the Maadi Community Church dedicated a part of its service to honor the release of the hostages. Ambassador Alfred Atherton gave a talk as a part of this service. □

Canberra, Australia

Ambassador Philip H. Alston Jr. released a statement to the media. Australian newspapers and television gave extensive coverage. Embassy employees attached yellow ribbons to trees near the chancery building. □

Cape Town, South Africa

The embassy and the Cape Town consulate general held commemorative services at St. George's Anglican Cathedral on January 29. Among those attending were the ambassadors of Canada, Australia and the Federal Republic of Germany, as well as representatives of the city. Ambassador William B. Edmondson spoke. □

Caracas, Venezuela

The post reported: "Janet Hampton of the family liaison office was instrumental in arranging a celebration. The ceremony took place in the embassy parking lot, under the Caracas sun. Consular officer James Heg led off with a reading. The Marines presented the colors. Employees sang the national anthem, led by Lt. Col. Steve Laidlaw on his guitar. Ambassador William H. Luers addressed the group, reading the President's proclamation. The ceremony ended with "a toast to freedom." Everyone raised a glass of champagne (provided by embassy women's group) to the hostages, to their safe return and good health, to the U.S.A., and to themselves." □





COLOMBO, Sri Lanka—At thanksgiving service, in right pew: Ambassador and Mrs. Donald R. Toussaint and Canadian High Commissioner and Mrs. Clark.

DACCA, Bangladesh—At removing of yellow ribbon from tree in front of embassy are, from left, N. Sarkar, Grafton Jenkins, Phyllis Gain, Ali Ahmed, Ronald Black, Bryan Chastain.



Colombo, Sri Lanka

On January 29, the U.S. mission here held a service of thanksgiving for the release of the hostages, at St. Andrews Church. The service was conducted by the Rev. Andrew Baillie, minister of St. Andrews, who has conducted regular Thanksgiving services for the American embassy for 26 years. Ambassador Donald R. Toussaint read a partial transcript of chargé Bruce Laingen's statement of January 27. Guests included Claude Ochsenbein, embassy of Switzerland; Heribert Wockel, ambassador of the Federal Republic of Germany; John W. Nichols, high commissioner of the United Kingdom; Harry W. Jayewardene, member of the U.N. commission that was in Teheran, and Robert Clark, Canadian high commissioner. □

Conakry, Guinea

The mission here commemorated the return of the hostages at a sundown gathering of American employees and their families, January 21, in the ambassador's residence garden. Every mission employee participated. The ambassador led the ceremony, addressing the group gathered beside a very tall palm, around which yellow ribbons had been tied. Arron Delgado, two-year-old son of AID deputy director David Delgado and Mrs. Delgado, with some help from his mother and the ambassador, concluded the ceremony by clipping the yellow ribbon from the tree. □

Dacca, Bangladesh

The embassy here sponsored a service on January 22 at the American Club. Ambassador David T. Schneider spoke. Over 400 Americans, Britishers and Canadians, as well as other diplomatic personnel, attended. At least 70 U.S. mission Foreign Service nationals also attended. The service was climaxed by removing the 52 ribbons from one of the trees at the club. "It was particularly gratifying both to the mission and the American community that so many Bangladeshis and other non-Americans were anxious to join us on this occasion,"

the ambassador said.

American Foreign Service Association representative Gordan Powers organized the occasion on one day's notice, assisted by the mission's administrative section. Earlier in the day, the ribbons which had been displayed for many months in front of the chancery, were also removed. These ribbons, plus the 52 from the American Club tree, were packaged and forwarded to the American Foreign Service Association as a reminder for the 52 hostages of well-wishers in far-away Dacca. □

Dublin, Ireland

When informed by Washington that the hostages were to be released, Ambassador William V. Shannon invited the entire embassy staff and all foreign ambassadors in Dublin to join him in a glass of champagne. The taoiseach (prime minister), Charles Haughey, and the lord mayor of Dublin, Alderman Fergus O'Brien, were among many Irish leaders who personally offered congratulations to the ambassador. The 52 yellow ribbons hanging in the rotunda of the circular embassy chancery were taken down. Irish members of the embassy staff presented each American diplomatic officer with a yellow rose to express their happiness that the long ordeal had come to an end.

On Sunday, January 25, the U.S. aircraft carrying the 52 hostages from Germany to the United States made a refueling stop at Shannon Airport. When the news that the aircraft carrying the hostages came, late on Saturday night, hundreds of Irish and Americans traveled from all over Ireland to the airport.

The hostages were greeted by the prime minister and Ambassador Shannon, as well as by the Irish ministers of defense and justice and a number of embassy officers and wives. Mr. Haughey presented a gift of a small bell, made of Irish crystal, to each of the hostages. Many an Irish coffee and Guinness were downed during the visit.

Media reaction to the stop at Shannon was extensive. Mr. Shannon also led the embassy staff in a tribute to



FREETOWN, Sierra Leone—Ambassador Theresa Ann Healy is greeted by Right Rev. M.N.C.O. Scott, archbishop of West Africa, after thanksgiving service for the hostages. In center is Arnold Awoonor-Gordon, ICA.

and the order-of-service booklets were tied with yellow ribbons. The media, across the board, gave prominent coverage to the hostage release and the thanksgiving service. □

the eight American soldiers killed in the unsuccessful rescue attempt of April 1980. □

Freetown, Sierra Leone

ICA Freetown arranged an ecumenical service of thanksgiving at St. George's Cathedral on January 29 at 5 p.m. Two hundred and fifty prominent citizens of Freetown attended. The address was delivered by Anglican Archbishop Scott. American Ambassador Theresa A. Healy and the deputy minister of the ministry of foreign affairs participated. The sanctuary was decorated with floral bouquets and yellow ribbons. Yellow ribbon bows were given to those who didn't already have them,

Gaborone, Botswana

An international and interdenominational service of thanksgiving was held here less than 24 hours after the hostages were released. Ambassador Horace G. Dawson Jr. led the gathering of nearly 200 people in what he called "a celebration of reason over unreason, sanity over insanity, and humanity over inhumanity." This was the third hostage ceremony in Gaborone—the first organized in December 1979 by AFSA, the second in March 1980 by the American Women's Association, and the thanksgiving service on January 21 by the embassy. Prominent among the guests was Foreign Minister Archibald

M. Mogwe, who was joined by numerous government officials, members of the diplomatic corps, and a host of others from all walks of life. □

Geneva, Switzerland

On January 29 a ceremony was held in the first-floor reception area of the mission. Ambassador Gerald B. Helman opened with a reading of the presidential resolution on "Day of Thanksgiving." Then Peter R. Keller, representative of Geneva's American Foreign Service Association chapter, led the group in a litany of thanksgiving. The meeting closed with silent meditation for the many Foreign Service personnel who have given their lives in the line of duty, several at the hands of terrorists. □

The Hague, Netherlands

A. L. Boers, president of the Federation of Netherlands Zionists, presented to ambassador Geri Joseph, on January 24, certificates stating that trees would be planted in Israel on behalf of each of the former hostages. Prince Claus of the Netherlands telephoned Ambassador Joseph to tell her that Queen Beatrix and he shared America's joy at the release of the hostages. □

Hamburg, West Germany

On January 22 the consulate general here celebrated the release of the hostages when the yellow ribbon which had been hanging on the front door was removed. Participants were consul general Grant E. Mouser III; Isolde Lindner, special consular services assistant; Ida-Maria Bruehl, passport and citizenship assistant; as well as Gunnery Sergeant Sutton, representing the Marine guards. The ceremony was photographed by the press.

The release of the hostages had special significance for the first three participants named, as they had served with Bruce Laingen, *chargé d'affaires* in Tehran, in 1952 in Hamburg. Consul general Mouser and Mr. Laingen again served together at the embassy in Tehran in the mid-1950s. When Mr. Mouser married in Tehran, Mr. Laingen was his

best man. Mr. Laingen took time out from a pressing schedule to call the Mousers twice while he was in Wiesbaden, something the Mousers said they would never forget. After removing the ribbon, the Mousers sent it to the Laingens. Remembered by many German staff members of the consulate is former hostage Robert Ode, who served in Hamburg for 18 months beginning in the summer of 1970. □

Hamilton, Bermuda

The consulate general here observed the freeing of the hostages by holding a meeting of the American and local staff at the end of the day. Consul general John P. Owens read the congressional resolution marking January 29 as a day of thanksgiving, after which champagne was opened. One of the two major television channels in Bermuda sent a crew to the consulate general, and Mr. Owens was interviewed. □

Havana, Cuba

The staff and dependents of the U.S. interests section celebrated by sending a welcome-home message and then holding a right-after-work celebration in the section. Diplomatic

colleagues were invited, and principal officer Wayne S. Smith offered a congratulatory toast. Later, various parties took place at homes of staff members. □

Hong Kong

The consulate general here held a service of thanksgiving on January 23 at Union Church. Chaplain Harold L. Baar (U.S. Navy) officiated at the service, which was attended by approximately 300 persons. □

Jakarta, Indonesia

On the day of the release, U.S. Ambassador Edward Masters called a gathering in the embassy compound of all American employees, at which he spoke, expressing thanksgiving for the release of the hostages and for the end of the ordeal. At the conclusion of the remarks, all Americans stood silent as the national anthem was played. Yellow ribbons were hung throughout the compound, including every section of

HONG KONG—At service for the hostages are, front pew on left, consul general and Mrs. Thomas Shoesmith, and, on right, Mark and Cora Lijek, two of the six Americans who returned from Iran with the assistance of the Canadian embassy there.



the embassy, with one huge ribbon around the large oak-type tree which is a centerpiece in the main embassy courtyard. The main snackbar where American and Indonesian employees and guests take many of their meals was decorated with multitudes of yellow ribbons as well. It was a day of great merriment and rejoicing, with embassy employees gathered throughout the day around shortwave radios to listen to the progress of the former hostages to West Germany. Particularly touching was the fact that scores of Indonesians from within the embassy, as well as from without, made a point of congratulating American officials. □

Jerusalem

On January 26 the consulate general sponsored a thanksgiving offering in celebration of the safe return. An interfaith service was held at the Lutheran Church of the Redeemer in the

old city, only a few feet from the Shrine of the Holy Sepulcher. The highlight was the reading of passages from the Jewish Torah, the Islamic Koran and the Christian New Testament. Consul general Brandon Grove concluded the service by recounting the chronology of events of the hostage crisis and by reciting from Robert Frost.

The service was attended by 400 participants, including municipal officials from Jerusalem and Bethlehem; members of the consular corps; numerous local residents; and staff members from Consulate General Jerusalem and Embassy Tel Aviv. The service was noteworthy because of the participation of persons from many of the divergent communities in Jerusalem. Interfaith services that include members of the three great faiths to which this area gave rise—Judaism, Christianity, and Islam—are not at all common in Jerusalem. □

Cookies don't crumble

Following is an editorial that appeared in the Los Angeles Times on January 29:

The country has been obliged to rearrange one of its stereotypes this week as it has come to know the hostages better.

Many are Foreign Service officers—known around Washington as FSOs, the drudges of diplomacy, a rather clannish group of maybe 3,500 professionals who keep the nation's embassies and consulates going.

The stereotype is "cookie-pusher," a phrase that Brewer's Guide, a British publication, carefully attributes to American slang, as if to say that the British know better than to disparage their own diplomats that way.

Americans may want to give the phrase a second thought as well.

What comes through in these men and women after more than a year in captivity is a sense of dignity, poise and, above all, professionalism, rejecting a role as heroes, anxious to

get back to work at what they do well.

There is the compassion of young Barry Rosen, a student of Iran who speaks the language and refuses to turn on the country despite the way he and his colleagues were treated by Iran's militants.

There is the sustaining humor of Richard Morefield of San Diego, the former consul-general in Tehran. He lost a coat button in the shag rug of his motel room during an interview and couldn't find it. Mocking the notion that the hostages could not handle the transition to freedom, he told his wife, "I can't cope, I can't cope."

There is the insistence of Elizabeth Ann Swift that the story of the hostages and their treatment is an important one that the press should cover but that it must get the story right, must be "very, very accurate."

No cookie-pushers there. Just sensible, articulate and solid professionals who will, we trust, soon be off to new assignments, keeping their embassies and consulates going.

Jidda, Saudi Arabia

The moment was one long-awaited by anyone who had been at the embassy here during these 14½ months. Parvaneh, Mani and Shervin Limbert were finally untying the yellow ribbon—literally, emotionally and spiritually. The trying cycle on no-news/hope/bad-news was finally broken with the crossing of the Algerian air lines flight into Turkish air space. John Limbert, a political officer in Jidda before being assigned to Tehran, and his 51 colleagues were free—and jubilant shouts, balloons, high-flying corks and a Marine honor guard celebrated the occasion here.

The entire embassy staff gathered at the same flagpole where Mrs. Limbert had tied the last yellow ribbon on November 4, 1980, commemorating the first anniversary of the captivity. Grins were wide, spirits (and balloons) high, and happiness all-pervasive as Parvaneh cut the ribbon. The same high spirits, joined with a feeling of great relief, carried everyone on to the residence of Ambassador and Mrs. West, where toasts were raised and Mani Limbert, age 11, and Shervin Limbert, age 9, finished cutting all the other yellow ribbons scattered throughout the embassy compound. It was a fine conclusion to a very happy day. □

Khartoum, Sudan

Following the hostages' release, the director general of Sudan television, Hassan Ahmed Abdel-Rahman, invited the American community to view a special showing of the satellite coverage he had received the day they were freed. A large group of both official and nonofficial Americans went to the television station for the viewing. The director general had put together all the coverage he had received from United States and western European television as the hostages were freed. The night after their release, Sudan television had broadcast a half-hour report of the hostages' arrival in Algiers and Wiesbaden. However, seeing the expanded coverage gave personnel here the opportunity for additional views of friends and colleagues. □

Kingston, Jamaica

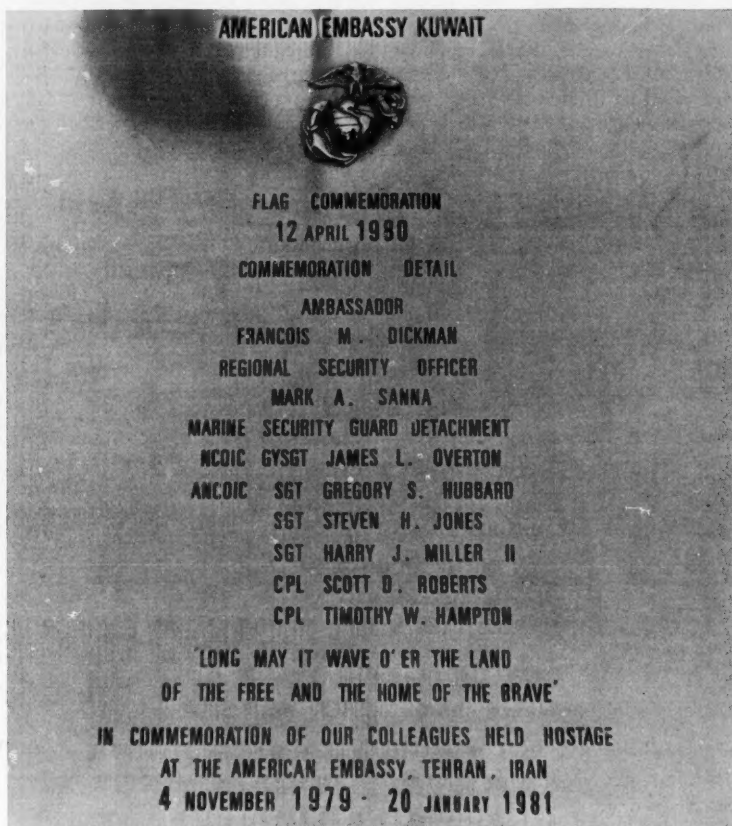
Under auspices of the Jamaica Council of Churches and the Jamaica America Society, an interdenominational thanksgiving service was held at St. Luke Church, February 3. Among those attending were minister of states for foreign affairs and foreign trade Beville Gallimore, clerk of the house of parliament Edley Deans, dean of the diplomatic corps, and United Kingdom high commissioner John Drinkall. □

Kuala Lumpur, Malaysia

Ambassador Barbara M. Watson hosted a tribute to the hostages at her residence here on January 24. The afternoon gathering was attended by more than 402 guests, including many ambassadors, embassy staff, and members of the American community. The ambassador opened the program with an address in which she commended the courage of the eight American volunteers who gave their lives in the attempt to rescue the hostages. The guests then joined with Ms. Watson in singing "America the Beautiful." □

Kuwait

At the ceremony here on January 25, led by Ambassador Francois M. Dickman, members of the U.S. mission staff, their dependents, and many Foreign Service national employees assembled at the embassy compound flagpole. (When a new flagpole was erected in April 1980, a brass plaque had been placed at its base dedicated to those Americans imprisoned in Iran.) The Marine security guard raised the large flag, which is flown to commemorate American holidays and other special occasions. Those present sang "God Bless America" and listened to a recording of the "Battle Hymn of the Republic." The climax was the unveiling by Ambassador Dickman of the plaque at the base of the flagpole. (The plaque was originally dedicated on April 12, but has now been inscribed to show the date of the hostages' return to freedom.) Mr. Dickman, after paying tribute to the eight Americans who died in the abortive



KUWAIT—A commemorative plaque, affixed to base of a new flagpole last April, was inscribed with the date of the American embassy takeover in Tehran. Now a second date has been inscribed commemorating release of the hostages.

effort to free the hostages, continued: "We must try, as a Government and as a people, to make sure that this (hostage-taking) never happens again." □

Lagos, Nigeria

The embassy here held a thanksgiving service for the hostages on January 29 at the chancery. Embassy staff, the American community, and friends were invited. Special invitations were sent to the ambassadors of Algeria, Switzerland, West Germany, and the high commissioners of Canada and the United Kingdom. □

La Paz, Bolivia

On January 20, upon learning that the hostages had left Iran, the chargé, Alexander Watson, informed all mission components and invited all civilian and military, employees, American and Bolivian, to join him at a memorial service at the embassy's cafeteria. Mr. Watson opened the service. American Foreign Service Association representative Enrique Perez, political officer, thanked members of the mission for their frequent expressions of concern. An assembly was held the following day at the American Cooperative School. Many of those present at both services cried unashamedly. Within hours of news of the release, several foreign missions in La Paz—e.g., the Germans, Israelis, Canadians, and others—called to congratulate the United States. □



LILONGWE, Malawi—Acting chargé *Richard Watkins* leads employees in a toast.

LOME, Togo—Ambassador *Marilyn P. Johnson* and *Thomas A. Johnson*, of Harlem Third World Trade Institute, untie a yellow ribbon in celebration of the release of the hostages. Also pictured, from left: *Aubrey V. Verdun*, *David R. Andresen*, *Lois Smolinski* (partially hidden), *Malcolm L. Corrin* (partially hidden, behind Ambassador Johnson), *Robert R. LaGamma*, *Kay Andresen*. (Photo by *Agence Togolaise De Presse*)

Lilongwe, Malawi

The embassy here celebrated with a special flag-raising followed by the popping of champagne corks and a welcome-home toast. The American flag hoisted here had a special significance. It had last flown at our embassy in Tehran on Valentine's Day, 1979, when Iranian "students" first overran the compound. The flag was recovered from an Iranian who was walking across the embassy grounds with it, crumpled under one arm and an AK-47 rifle under the other. Vincent McCarron, an administrative employee now assigned to Lilongwe, confronted the student, demanding he return the flag since it belonged to Col. Leland Holland. Mr. Holland, the U.S. Army defense attache, it appears, had



gained the respect of even the most belligerent "students" for his spirit and presence during the take-over. Mr. McCarron and another employee, now assigned to Lilongwe, Steve Shannon, were evacuated from Tehran weeks later. Mr. Holland remained behind, and was one of the 52 Americans released January 20. The flag is being sent to him as a memento. □

Lisbon, Portugal

Upon hearing of the release of the hostages, mission personnel expressed

their feelings in a variety of ways, i.e., quiet prayer; tying yellow ribbons on the chancery balconies, office doors and cabinets; gathering at a special event where remarks were given by Ambassador Bloomfield and sharing their happiness at numerous private functions with host country and foreign guests. □

Lome, Togo

The mission staff here marked this happy occasion by holding a celebration in the embassy courtyard featuring Biere Benin, the local champagne. □

Madrid, Spain

On January 21 the American Foreign Service Association chapter here sponsored a ceremony in the embassy courtyard during which Ambassador Terence A. Todman expressed the joy of all the members of the mission, both Spanish and American, over the release. He also expressed his appreciation to the Spanish government for its support for the hostages throughout their captivity. The ambassador then cut the yellow ribbon from the largest evergreen in the courtyard, which for 11 months had symbolized the vigil that this mission was keeping. Subsequently, the rest of the staff enthusiastically cut down the 51 remaining ribbons that wrapped trees elsewhere in the embassy compound. □

Managua, Nicaragua

The embassy here celebrated with a mass of thanksgiving on January 23. The mass was celebrated by Monsignor

MADRID—Displaying banner during celebration of the hostages' release are, from left, Robert Myers, Cesar Santander, Terence A. Todman, Lynn Swafford.

Miguel Obando y Bravo, the archbishop of Managua. The church was packed with members of the U.S. mission, private U.S. citizens, members of the diplomatic corps, and many private citizens of Nicaragua. The embassy provided a floral arrangement, in the shape of the United States, displaying 52 yellow ribbons. The name of each returnee was written on one of the ribbons. A private Nicaraguan citizen set a floral arrangement representing a large 52. □

Maputo, Mozambique

The embassy staff here celebrated the inauguration of President Reagan jointly with the long-awaited announcement of the release of the hostages at a party hosted by the ambassador's secretary and American Foreign Service Association representative Ronnie Herrick. Shortwave radios were tuned in to the Voice of America's coverage. Embassy personnel toasted the inaugural with bubbly enthusiasm and joyful relief when the news of the release was announced. □

Mexico City, Mexico

Embassy personnel here participated in a thanksgiving mass on February 3, at the Parroquia Padre de las Misericordias. This mass was arranged by a private Mexican citizen who invited all embassy personnel to attend. □

Mogadishu, Somalia

Ambassador and Mrs. Donald K. Petterson invited U.S. mission personnel and their spouses to join them at the residence for a champagne toast of thanksgiving. In addition to mission personnel, the gathering was attended by Dwight Schwarzengruber, World Council of Churches; Thomas Barnes (FSO-ret.); UN and voluntary agency personnel, and Americans working for the Somali government in refugee assistance programs. □

Montevideo, Uruguay

The freeing of the hostages was an important event here. The embassy was flooded with telegrams and letters of congratulations. American chargé Shaw Smith spoke in a press conference over





MOSCOW—Chargé *Jack F. Matlock Jr.*, Canadian ambassador *Geoffrey A.H. Pearson* and Algerian minister/counselor *Benamar Yahia* celebrate hostages' release at the U.S. ambassador's residence.

three of Montevideo's four TV stations, and 11 of Uruguay's major radio stations. Mission personnel preferred to celebrate the occasion privately. Rejoicing was widespread. □

Moscow, USSR

On the evening of January 21, the embassy here celebrated the release with a coupe de champagne for the entire American community, at Spaso House, the ambassador's residence. Invited to the ceremony were the Honorable Geoffrey A.H. Pearson, the Canadian ambassador, and Benamar Yahia,

minister/counselor of the Algerian embassy, as well as members of their respective embassies. Chargé d'affaires Jack F. Matlock Jr. addressed an estimated 300 persons. □

Niamey, Niger

The embassy here celebrated with a thanksgiving service on January 21. The event was organized by Elizabeth Barr, personnel officer and vice consul. It was held in the embassy courtyard and attended by American and national employees of the U.S. government as well as by members of the American community. Special guests of honor were Mahamane Sani Bako, secretary general of the Nigerian ministry of foreign affairs; Egyptian Ambassador Zaghoul Mohamoud Hamdy, and Algerian Ambassador Nadjib Boulbina.

Canadian chargé Robert Thivierge was invited but was unable to attend. The ceremony was opened by Ambassador James Keough Bishop who, addressing the approximately 100 persons present, expressed the gratitude of the United States for the support received from the world community. The ambassador's remarks were followed by a period of silence introduced by Reverend Robert Williams, an American missionary and U.S. Marine Corps veteran. □

Nicosia, Cyprus

Two embassy-arranged events, one public and one private, served to capture the spirit of the occasion. At the close of business Ambassador Galen Stone invited all members of the U.S. Mission to his residence to pay tribute to the hostages.

Later, at a public film showing attended by 160 Cypriots, at the American Center, public affairs officer Wes Fenhagen arranged for a glass of wine to be distributed to every member of the audience. He then asked the gathering to join him in a toast. □

Nouakchott, Mauritania

On January 22, a ceremony was held in the embassy courtyard. Stanley Schrager, chargé d'affaires, cut a yellow ribbon which had been tied to a tree on the embassy compound. He presented the ribbon to the Algerian ambassador, El Hadj Mohamed Zerguini. Also present were the Mauritanian acting minister of foreign affairs and diplomatic chiefs of mission. □

Panama City, Panama

As soon as the hostages were released on January 20, Ambassador Ambler H. Moss Jr. released a statement to the Panamanian media expressing the joy of the American people and thanks to the Panamanian government and people for support given to the United States. It was given prominence in the press and on Panamanian radio and television.

At the ambassador's request, on January 21 a thanksgiving service was held at St. Luke's Episcopal Cathedral in Ancon, a suburb. The service was well attended by official private American citizens living in Panama, as well as by numerous Panamanian citizens. In his address the ambassador expressed sorrow over the loss of eight military personnel in the aborted rescue attempt.

"This experience holds several messages for us in foreign service," he said. "Americans sent abroad for their Government are protected, not abandoned or forgotten. Our national honor has been preserved, as not one cent of ransom has been paid for the hostages' release. Human life, the life of every individual citizen, is important to us, and we have shown this to the world." □

Port-au-Prince, Haiti

Ambassador Henry Kimelman invited all American employees and



NEW DELHI—At the ambassador's residence, chargé Archer K. Blood gives Raouf Boudjakdji, wife of Algerian ambassador to India, a yellow ribbon.

PERTH, Australia—Staff members celebrate with champagne and Australian Swan Beer. From left are David Roberts, Bob Peterson, and Martha Carbone. (Photo by West Australian Newspapers Limited)



spouses to his residence the night of January 29 to toast the release of the hostages. □

Pretoria, South Africa

Embassy families here celebrated with a party at the Marine house on January 19. The celebration included a toast to the hostages, as well as to our Canadian counterparts. □

Quito, Ecuador

The embassy here celebrated with a cocktail party organized by Paula Berg and Cynthia Burgstaller. Ellen Sartori baked a special cake. Wine and snacks were donated by Patricia Brania, Robert McCarthy, economic officer; Paul DiFrancesco, communications support officer, and Jackie Lard, purchasing manager. The party was held in Ms. Berg's office which had been hastily decorated with a makeshift poster showing newspaper photographs of the freed hostages and the United Press International headline "Hostages Freed," American flags and a miniature sculpture of the Iwo Jima memorial. □

QUITO, Ecuador—Celebrating the liberation are, from left, *Grace Cisneros, Susana Donoso, James Johnston, Ellen Sartori, Judith Rodriguez, Edmund Atkins, Paula Berg, Cynthia Burgstaller.* (Photo by *Rene Vasco*)

Rabat, Morocco

The embassy here marked the release in a spirit of reverence and thanksgiving. Ambassador Angier Biddle Duke, in a statement widely carried in the press, underscored the "unity and steadfastness among Americans." An interdenominational international service was held January 21 at the French Protestant church. □

PORT-OF-SPAIN, Trinidad and Tobago—Ambassador *Irving G. Cheslaw* watches as his wife, *Ruth*, cuts yellow ribbon from tree.



San Jose, Costa Rica

The embassy here received dozens of telephone calls and telegrams from across the political and social spectrum expressing relief that the hostages were free. On January 29, a group of private Costa Ricans sponsored a mass of thanksgiving in Metropolitan Cathedral, attended by a large crowd including U.S. embassy employees, members of the local American community, government officials and representatives of the diplomatic corps. □





RECIFE, Brazil—Jewell Fenzi, wife of principal officer Guido C. Fenzi, unties yellow ribbon from tree in the consulate garden. Standing, from left, are Linda El-Deir, Mr. Fenzi, Carmen Ramos.

STOCKHOLM—Mrs. James F. McKinlay, wife of the administrative counselor, cuts ribbon from tree near the embassy. (Photo by Stephen Moore)



Singapore

Ambassador and Mrs. Harry E.T. Thayer, on the evening of January 21, hosted a reception. All U.S. embassy employees, as well as representatives of the Canadian and Swiss embassies, were invited and celebrated. □

Sofia, Bulgaria

Against a backdrop of hostile Bulgarian press treatment of the hostage issue, the subject of several demarches to the foreign ministry, Embassy Sofia celebrated with a ceremony hosted by Ambassador Jack Perry on January 21 and attended by all American employees. Ambassador Perry told the group that he had received several calls from other ambassadors in Sofia that morning expressing their congratulations. He also noted that he had placed a call to Mohammad Bouzada, the Algerian ambassador to Bulgaria, and expressed our deep appreciation for the vital role played by his government. Several toasts were proposed spontaneously, the first being expressions of gratitude that the ordeal was over. Embassy nurse Marcia Carlson, spouse of public affairs officer Brian Carlson, proposed a toast honoring the families of the hostages. Consular officer Jim Jeffrey raised his glass to the memory of the fallen Americans. Mary McGraw, spouse of telecommunications officer Ronald McGraw, led a toast to our Algerian colleagues for their role. Western colleagues were especially warm in their welcome of the release. The first call received at the embassy was from a secretary at the French embassy, Marie-France Paoli, who called secretary Irma Scott with words of relief and joy. Miss Paoli also visited secretary Janice Hunt to celebrate with a bottle of French champagne. □

Stockholm, Sweden

On January 21, the embassy "family" gathered to take down the yellow ribbons that had weathered the icy winds and dark days of this northern city. The ice and snow went unnoticed as each person seemed to carry the warm feeling that the long wait was over. The

hand-lettered sign on the front door of the embassy, "444 days," was taken down by marine Corporal Richard H. Rush. During the past year, Swedes and Americans, as well as diplomatic colleagues, had been brought together through the local media coverage of the hostages crisis, which was soundly condemned throughout Sweden.

Family liaison coordinator Maggy Morse, after assembling the yellow ribbons for forwarding to the Department, drew attention to the role that the wives and families of Foreign Service officers played during the ordeal. On January 28, the mission sponsored an ecumenical service of thanksgiving at St. Peter's and St. Sigfrid's Church. The service was attended by 230, including diplomats, Americans from the private sector and mission members and their families. □

Suva, Fiji

The embassy here celebrated with a champagne party held by the staff on the day word reached Fiji. Chargé Linda Stillman untied the yellow cloth which had for over a year been hanging from the balcony of the embassy, an event photographed by the Fiji Sun. The yellow cloth was given to Glenn Jones for forwarding to one of the former hostages who is a close friend. Upon his return to Suva, Ambassador William Bodde hosted a picnic luncheon at the residence. □

Sydney, Australia

A special church service was held here at the Anglican cathedral, St. Andrews, on January 21, to mark the inauguration of Ronald Reagan. As the news broke of the hostages' release, the service became two-pronged, being designated as a thanksgiving.

Herbert Horowitz, the newly-arrived consul general, wearing a yellow ribbon in his lapel, was the official representative from the American consulate general. He was accompanied by his wife, Lenore, and other U.S. consular and ICA officers and staff members.

Attending the service were hun-



SUVA, Fiji—Chargé d'affaires Linda Stillman unties a yellow ribbon which will be sent to former hostage Michael Metrisko, a close friend of communications officer Glenn Jones. (Photo by the Fiji Sun)

dreds of Americans and Australians, intermingled with diplomatic and business leaders, and clergy representing various denominations. □

Tegucigalpa, Honduras

Freedom for the hostages was observed by the embassy here at a thanksgiving ceremony on January 29. The ceremony was attended by some 100 American and foreign national employees and dependents. Speakers included political officer David Shaw, and alternate American Foreign Service Association Representative Fred Zumwalt. □

Tokyo, Japan

An inaugural event at the Tokyo American Club, sponsored by the American Chamber of Commerce in Japan, was intended originally to combine a welcome to President-elect Reagan, a "sayonara" to President Carter, and an expression of the affection of the American community in Japan for Ambassador Mike Mansfield.

The event took on a special joyous atmosphere with the news that the hostages were free. Five hundred people listened to a military band, sang patriotic songs, and listened to speeches.

At the embassy, a small tree—covered with yellow ribbons tied by staff members—was gratefully and quietly removed from the embassy lobby. It had been placed there at Christmas time as part of a special ceremony to honor the hostages, with the understanding that it would remain there until they were free. □

Tunis, Tunisia

In an atmosphere of relief and joy, embassy wearers of yellow ribbons removed them for the last time. A nondenominational service of thanksgiving was held in English for the Americans of the mission at St. Jeanne d'Arc Catholic Church. It was arranged by deputy chief of mission David L. Mack, Don Houk of the military mission, and Marge McDermott, the ambassador's secretary.

Several teachers from the Arabic language school were in attendance, to celebrate in particular the release of John E. Limbert. They had known him here when he studied under their instruction.

The only invited non-Americans were the staff of the Canadian embassy. □

Valletta, Malta

The people of Malta were especially conscious of the hostages' situation, since Bruce Laingen was ambassador here for two years prior to his posting to Iran. Messages of sympathy poured into the embassy during Ambassador Laingen's captivity, and many expressed their thanks for prayers answered when he and the others were released.

On February 1 a service of thanksgiving was held at St. Paul's Anglican Pro-Cathedral. Attended by chargé d'affaires Frank P. Wardlaw and Mrs. Wardlaw; Hilton L. Graham, economic/commercial officer; Richard D. Gong, public affairs officer and Mrs. Gong; Norma L. Kleiber, consular/administrative officer, as well as British and Australian high commissioners and other diplomatic colleagues. On

February 8 a Catholic mass was held at the Ta' Pinu Parish in Gozo. This mass was attended by embassy personnel Norma L. Kleiber and Catherine E. Ward, as well as a standing-room-only crowd of Gozitans. □

Vienna, Austria

When word was received that the hostages were about to be released, Ambassador Philip M. Kaiser invited members of the country team for a glass of champagne. A notice was sent to all personnel giving them the news. On January 29, the American Foreign Service Association arranged with the Catholic church across from the embassy to be open for two hours for staff members to give a prayer of thanks. Coverage of the release of the hostages by Austrian television was extensive. □

Vientiane, Laos

No formal or organized celebration was held at this tiny post, "but for us," the post reported, "the day of the release was the best day in January. Most of us continued to follow the news as best we could on the radio and were particularly

delighted by hostage Moorhead Kennedy's rousing speech at City Hall in New York City. Mrs. Dorthea Morefield's comments were also savored. When asked what her first words to her husband would be, Mrs. Morefield replied: "The first part will be personal, but later I will tell him that the next time he is going to be late for dinner he should phone." Several of us attended Holy Mass on the first Sunday after the hostages' release at St. Joseph's Cathedral, in the only remaining Roman Catholic church in Laos. We privately gave thanks that the horror was over. □

Wellington, New Zealand

On February 12, the mission here hosted an interdenominational service of thanksgiving for the return of the hostages, at St. Paul's Cathedral. The embassy's highest-level contacts, as well as many representatives from foreign missions, attended. Ambassador Anne C. Martindell said: "Today, Americans mark the birthday of Abraham Lincoln, who said: 'Those who deny freedom to others deserve it not themselves; and under a just God, cannot long retain it.'" ■

WELLINGTON, New Zealand—Ambassador Anne Martindell speaks to a reporter about hostages' release. With her are deputy chief of mission Charles B. Salmon Jr. and public affairs officer Charles L. Bell.



Grievance Actions

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE editorial staff.

Selection-out voided; grievant reinstated

446—The grievant approached the board with three contentions:

(1) His agency had improperly used selection-out procedures to conduct what, in effect, was a reduction-in-force (RIF) directed at older officers like himself without regard for either the officers' capabilities or performance;

(2) His alleged selection-out was in violation of established rules and procedures like those fixing time-in-class requirements, and cutoff percentages, and that the selection boards otherwise erred in using the wrong standards to identify those who should be reached for selection-out; and

(3) His low ranking by selection boards the year prior to the selection-out was based upon false and inaccurate comments about him in two evaluations in his performance file.

As relief, he sought reinstatement with back pay and the correction of inaccuracies in his personnel record.

The agency stated with respect to the first of these issues that the selection-out action against the grievant had come about as a result of budget cuts, but that it lacked the authority to "RIF" Foreign Service employees, an authority it had used to reduce the ranks of Civil Service employees. The agency contended that, other than through attrition, selection-out for low ranking was, accordingly, the

only means it had to reduce by an equivalent ratio its Foreign Service officers corps during a period of budget cuts when employees, like the grievant, did not accept voluntary retirement or did not warrant being selected-out for cause or mandatorily retired for age.

The board agreed with the agency's position that at this point in history it had no lawful means to terminate employees like the grievant and reduce its personnel ceilings other than through selection-out for low ranking.

The agency maintained with regard to various elements of the grievant's second claim that (a) relevant law did not require different foreign affairs agencies to use identical involuntary retirement procedures, like those fixing time-in-class; the law said only that procedures should be compatible and, to the extent practicable, that they should be administered uniformly; and (b) selection boards had discretion to rank employees as they saw fit. Yearly precepts were for their guidance only. Accordingly there was no basis to conclude the selection board erred because the language of its statement low-ranking the grievant drew upon criteria for non-promotion rather than that suggested by the precepts for low ranking.

The board sided with the agency on both these points. It found no requirement in the law that the foreign affairs agencies manage their involuntary retirement procedures in an identical fashion, nor was it persuaded that the criteria named in the precepts for involuntary retirement were exclusive and definitive.

As to the last issue of the grievance, the agency asserted that neither of two disputed evaluations prepared on the grievant was procedurally defective or falsely prejudicial. One of the evaluations lacked a reviewing statement and was prepared by an evaluation team that the grievant alleged was improperly constituted. The board did not see the lack of a reviewing statement as a defect since the form did not provide space for one. Nor did the board find any violation of agency policy in the

composition of the evaluation team.

The second report also lacked a reviewing statement, but here the board found that there was no one at post who could have reasonably discharged this review requirement. While the agency might be faulted for not explaining on the evaluation form the lack of a review statement, the board did not find in such deficiency enough reason to order the removal of the evaluation.

Finally, while the board found no basis in the record for concluding that one of the evaluations was falsely prejudicial, it did view as *fatally* damaging to the grievant's career the comments, in the second of the evaluations. Here, the evaluator, after a relatively short visit to the post, reported a number of faults he perceived the grievant to have and went on to equate the grievant's performance in terms of a matrix system used in assessing managerial styles. The board found the use of this system unwarranted and unacceptable in a report of this nature.

The grievance board was persuaded that the agency's selection board gave great credence to this latter report in its decision to low-rank the grievant, and, in turn, the report made by that board was one of the bases for the retirement board's recommendation to involuntarily retire the grievant. Further, the grievance board found the statements of both of these boards defective because they implicitly appeared to cast doubt on the wisdom of a selection board which had recommended the grievant for promotion two years before. To rank the grievant in the low-tenth decile in comparison with other officers in his class, many of whom had been in grade much longer, was not difficult, in the board's judgment, given the defective evaluation report in the grievant's record. To select him out of the Service on that basis, the board concluded, was unwarranted.

Accordingly, the board ordered the removal of the defective documents. Accompanying the board order was a recommendation to the head of the agency that the grievant be reinstated

with back pay and other benefits effective the date of his selection-out and until the date—during the period he was off the rolls—when he would have reached mandatory retirement age. □

Career appraised on unassigned duties

484—The grievant was a junior officer assigned to a position outside his career field. He failed to reach tenure in the requisite time and attributed this failure to a career-prospects appraisal written by the deputy chief of mission, who based his report on work requirements he imposed *ex post facto*, and did not follow the instructions for preparing the report, according to the grievant. The grievant also charged that the deputy chief of mission based his appraisal on his own criteria, which were set in relation to the grievant's career field, rather than on his accomplishments in his assigned position. The appraisal dwelt on work the deputy chief of mission said the grievant had failed to do, despite the fact that the grievant had not known of these requirements. The grievant asked that he be considered again for tenure at the

earliest opportunity, and that he be granted an extension of one-year time-in-class.

The board examined the evidence presented and found that the career-prospects appraisal gave the grievant high marks for his performance in his assigned position and that the deputy chief of mission faulted him for not taking the initiative to perform duties which were not assigned to him. The board found that such a basis for assessing the grievant's potential was inconsistent with the guidelines and instructions issued for the preparation of career-prospects appraisal statements and had disadvantaged him in seeking tenure. As redress, the board ordered that the grievant be given the relief he requested. □

Honor promise, agency told

488—The grievant claimed that, during a special awards luncheon, given in his honor by his agency, the head of his agency promised that he would be given long-term training to complete a course of study of his choice. He further claimed that his

choice of program, as well as the university he wished to attend were discussed. Subsequently, the agency approved and placed him on long-term training for one year. However, the course he had chosen was a two-year course, the second year of which he was required to complete on a LWOP (leave-without-pay) status. He contends the agency failed to honor its full commitment and asked that he be reimbursed for tuition and associated costs for the second year of study as well as pay, allowances and benefits he lost while being on LWOP.

The agency claimed it was not obligated to pay for the second year's training because there was no evidence that the head of the agency had committed the agency to a two-year program, nor does the agency have the authority to continue an employee's education for more than one year in a program leading to a master's degree.

The board was persuaded by the evidence presented that the head of the agency had made the claimed commitment to the grievant and that there were no restrictions in the Foreign Service Act which would prohibit the agency from implementing the full commitment. The board sustained the grievance and ordered the requested remedies. □

5-day suspension is reduced

508—The grievant received notice that he would be given a five-day suspension for refusing to accept a temporary-duty (TDY) detail involving travel within the United States because he had been on medical complement at the time. He argued that his medical condition justified his refusal of the TDY. He stated, in any event, the disciplinary action ordered by the agency exceeded its published guidelines. He asked that the suspension order be rescinded.

The agency contended that the grievant had been dealt with in a compassionate and reasonable manner. It had previously acceded to the grievant's wishes to excuse him from any



"He says he's part of the wage survey team."

travel even though his medical condition and medical-complement status exempted him from overseas travel only. The grievant had received medical clearance to take the trip in question, and the agency felt he was obliged to do so for the sake of service discipline and to live up to the responsibility inherent in his position and personal rank.

The board determined that the grievant had been guilty of insubordination, but decided the directed five-day suspension was too stringent, and ordered a reprimand instead. □

Grievant is granted more time-in-class

509—The grievant claimed that the panel which recommended his involuntary retirement (1) improperly considered material previously ordered expunged from his file by an earlier grievance board ruling; (2) relied excessively on an allegedly biased and falsely prejudicial performance evaluation, and (3) assessed his performance record in an unbalanced fashion and in violation of its precepts. He contended further that the findings of the most recent promotion panel were incomplete and falsely prejudicial. As relief, he asked that contested material be removed from his file and that the statement recommending that he be involuntarily retired be reversed. He requested, too, that he be considered for promotion by the next promotion panels.

The agency maintained that the identification of the grievant for involuntary retirement was fully supported by his performance record, and that its decision on separation was based on proper and accurate material and was reached in accordance with its rules and regulations.

Taking the case issue by issue, the board found that:

—The agency was not in full compliance with an earlier board ruling regarding the transfer of documents pertaining to the grievant—including, in particular, a misquotation of a report by a promotion panel—from the agency's archives to the board. For this reason,

the board was not persuaded that the repetition of the error by a new promotion panel was not coincidental, as the agency argued. The board ordered full compliance with the earlier board order, and ordered expunged the low ranking the grievant received from the new panel.

—A contested performance evaluation prepared on the grievant while serving abroad reflected the confusion and conflict at his post, as was brought out in a special inspection evaluation report. The board ordered the contested report removed from the grievant's file.

—A finding of a special performance evaluation panel was a balanced assessment of the grievant's record and, therefore, its use as justification for his involuntary retirement was not improper.

—A statement by the most recent promotion panel was procedurally deficient, and the board ordered its removal from appropriate files.

The board ordered further that the grievant be extended in service to enable him to be considered by two additional promotion panels. □

He's promoted; it's not retroactive

513—The grievant contended that one of his evaluation reports was untimely rendered, making it unavailable for review by the evaluation panel that year, and that the panel failed to note the lack of a current report in his file. He further claimed that, after he had been shown the evaluation report in draft and given his approval, it was substantially and improperly changed.

In replying to his grievance, the agency concurred that the evaluation report was in noncompliance with the regulations and, therefore, agreed to remove it from his file. However, the agency denied his claim that he had been substantially adversely affected by the defective evaluation report. Determining that a defective evaluation report is preferable to no record of performance and that the agency's statement concerning its absence from his file

would be prejudicial, the grievant asked that the defective evaluation report be returned to his file. The agency agreed to return the defective evaluation report to his file, but denied his request to rescind the changes.

The grievant then brought his case to the board, asking that the evaluation report be made valid by returning it to the state in which it was when he had approved it in draft, and that he be promoted retroactively to a date during the years his improperly constituted performance file had been reviewed by the evaluation panel.

The board found that the grievant's rights in the performance rating process were violated by the wrongful alteration of the evaluation report and directed the agency to restore it as the grievant requested. During the course of this grievance the grievant was promoted with the defective evaluation report in his file. The board did not sustain the grievant's request for a retroactive promotion. □

Transfer allowance case is decided

517—The grievant claimed that, when his agency reduced the size of its office at his post of assignment and transferred him to Washington, he was assured by agency officials, both before he left his post and when he arrived in Washington, that he was eligible to receive a home service transfer allowance.

Upon arrival in Washington the grievant and his wife obtained temporary lodging near his agency, where they stayed for the allowed 30 days. However, when the grievant presented his application for reimbursement of the 30 days' temporary lodging and miscellaneous expenses, he was informed by his personnel officer that the agency could not certify that he would be sent abroad again, a requirement for receiving the home service transfer allowance. Agency policy, which had been announced a few days before his departure from post, required that to be eligible for this

certification the employee must have at least 36 months until mandatory retirement. The grievant had only 29 months.

The board agreed with the agency that the denial of the home service transfer allowance in this case was in accordance with regulations in place at the time the grievant left his post. The board found, however, that the inaccurate and misleading information the grievant received from his agency caused him to act to his financial detriment and, as a matter of equity, recommended that the agency pay him the amount in excess of what he would have spent on temporary lodging had he not expected to receive an allowance. □

Denial of tenure held not unfair

525—The grievant complained that three performance evaluation reports in his file were unbalanced, inaccurate and falsely prejudicial, and that these reports adversely affected his chances to gain tenure and prevented his being promoted.

The grievant's first assignment overseas was at post A in a job rated two ranks above his personal rank. After one month on the job, he said in a letter to his career counselor that he found the job to be "better suited to a more experienced officer." His supervisor said his performance "failed to meet requirements of the job" but added the qualification that the report should be regarded as a false start if the grievant's performance improved in subsequent assignments. The board examined this report at length and found nothing intrinsically wrong with it. It observed that the grievant "stood to make a considerable leap forward in his career...if he had been successful in this first overseas tour because he would have had recognition for working at a job two grades above the rank he was holding. The fact that it did not work that way does not make the report falsely prejudicial."

In appraising the second contested

report on the grievant's performance (at post B), the board determined that the grievant's poor performance in his assigned work seemed to be more attributable to his attitude toward his duties than to his abilities to perform them. The board said the grievant did not complain that what was entered in his report was inaccurate or false; he complained only that such comments should not have been included in the report because he had an excuse for such poor performance. In sum, the board found nothing falsely prejudicial with the evaluation.

At post C, the grievant's supervisor mentioned in a performance evaluation that the grievant completed one particular assignment satisfactorily, but only after he was ordered to do so. The board said the grievant "was not persuasive in his testimony that he had misunderstood the instructions of his superior. It is much more likely that, for whatever reason, he was simply reluctant to do the work." The board found that a supervisory-level official was entitled and perhaps obligated to make an adverse comment about an officer under such circumstances, and it stated that, while the rating officer's remarks were clearly prejudicial, they were not falsely so.

Summarizing its finding, the board pointed out that the contested reports came from three different posts and that each was prepared by different rating and reviewing officers. Tenure panels evaluating the grievant's file, therefore, had before them "diverse reports—both good and bad—on the grievant's performance. Their judgment, on fair reports, was that he should not be given tenure. That is the way the system is supposed to work." □

Extra service credit is awarded

534—The grievant claimed that his agency had improperly denied him extra service credit for time he served at two designated unhealthful posts prior to becoming a participant in

the Foreign Service Retirement and Disability System (FSRDS). As relief, he asked the board to grant him the extra service credit he sought, and that his agency accept back an amount of money it had paid him, over his objections, as a salary differential.

The grievant argued that pertinent regulations provide that an employee who becomes a participant in the FSRDS may apply for and receive extra credit for time spent at an unhealthful post *prior to* becoming a participant. The grievant pointed out that such regulations fix only two requirements for such eligibility after becoming a participant in the FSRDS. These are (a) to pay a contribution for such period of service, and (b) not to receive a salary differential for that period of service.

The grievant contended that he had complied with both of these provisions, and further that when he consulted with knowledgeable officials in the field, he was advised that he was eligible to elect retirement credit, and that when he opted *not* to receive a salary differential while still covered by the Civil Service Retirement System (CSRS), the request was complied with.

In addition to the two requirements noted above, the agency contended that such credit could be granted non-FSRDS participants only in one of two situations: (a) where a CSRS participant was precluded from receiving the post differential on account of the chief-of-mission salary limitation; and (b) where a CSRS participant served at a designated unhealthful post for which no post differential existed. The agency argued that in the absence of these situations, an employee could not waive post differential pay in the hope of later becoming a FSRDS participant and *then* receiving the extra service credit.

Other contentions by the agency included: (a) there were no applicable regulations authorizing a non-FSRDS participant to elect extra service credit in lieu of post differential; (b) it would be poor management practice to afford such election hypothetically to non-FSRDS participants upon the contingency that they might be participants in

the future; and (c) such credit should not be afforded participants for prior service for which non-participants were permitted *erroneously* to waive post differential in favor of extra service credit.

The board found that the grievant had satisfied the two requirements set down in the regulations, and that the other preconditions cited by the agency were not found in any provision of law, regulation or published policy. Accordingly, the agency was ordered to grant the remedies the grievant sought. □

Per diem is ordered paid for training

542—The grievant charged that he was wrongfully denied payment of per diem for the final weeks of a three-month training course he attended in Washington. His agency withheld payment of the per diem on the grounds that once his TDY (temporary duty) status ended with his formal transfer to a

Washington element (eight weeks into the course), he no longer was eligible for per diem allowance. The grievant argued that he had been promised per diem for the course duration and that he could not be considered to have been assigned to Washington since he was informed of his next overseas assignment shortly after the course began.

The board determined that the agency's announcement of the training course was in no way ambiguous as to whether per diem would be given to

participants from overseas posts. The announcement stated "per diem...for those on TDY for these classes" will be the responsibility of the sponsoring office. The board read this as an agency commitment to pay per diem for the duration of the course.

The board also noted: the grievant's uncontroverted statement that he was the only participant from overseas who was paid per diem for the full 3 months; the comments of a training official at the time, who stated that the grievant's orders were obviously incorrectly written, since they limited the grievant's TDY in Washington only 60 days, when the course lasted 90 days; the erroneous contention by the agency that the grievant attended the course because he had no ongoing assignment. The record shows that the grievant was notified while still overseas that he was selected for the course in preference to other candidates at his post.

The board determined the grievance to be meritorious and directed the agency to pay the requested per diem. ■

FOREIGN SERVICE GRIEVANCE BOARD—Board and staff members, from left, seated: Board members *Martha Burns* and *Robert Ables*, chairman *Richard I. Bloch*, *Francis Quinn*, deputy chairman *Philip Dorman*. Standing: *David Silberman*, counsel; *Richard Greene*, staff; *Ralph Seward*, member; *Pratt Byrd*, executive secretary; members *Walter Swierczek* and *Robinson McIvaine*; *Joan McCready*, staff; *Harold Snell*, member; *Elmer Fales*, staff; *Woodrow Leake*, member; *Carl Bartz*, staff; *John McConnell*, member; *Sherry Lutes*, staff; *Rufus Smith*, member; *RaeCarol Morgan*, staff; *Elliott Bredhoff*, counsel; *John Holbert*, staff.



Post of the Month: Islamabad

HERE'S WHAT to expect if you go packing off to Pakistan on the Indian subcontinent. It's all documented for you in these photos—part of STATE's continuing series on life at our overseas missions.



Betty Lou Hummel, the ambassador's wife, and Cathy Miller, wife of the non-commissioned officer-in-charge, at opening of the new Marine house.



A merchant's shop in Murree.

Donna Clegg, a teacher at Islamabad International School, demonstrates tie-dye technique.





Mission Teen Center director *Dave Conner* gets pie in the eye. At left is *Stacy Fields*, a student; *Mary Dix*, a young teacher, is in center.

Selin Warnell and *Connie Pollar*, embassy wives, shopping for almonds and walnuts.



Secretaries *Sharon Oper* and *Stephanie Squera* visit Buddhist shrine at the ancient site of Taxila, where remains of many civilizations are and where Alexander the Great once ruled.



Performers from "Southern Music USA" exchange notes with Pakistani musician *Tufel Niazi*.

Public affairs counselor *James Thurber*, *Emily Thurber* and *Rosemary Jones*, wife of cultural affairs officer *Robert Jones*, remove shoes before entering shrine in Margalla Hills, outside Islamabad.



Ambassador *Arthur Hummel*, foreground, and deputy chief of mission *Barrington King* inspect the new ambassadorial residence, which was nearing completion.



The Islamabad International School presents a musical, "Noah Jazz." Front row, from left: *Jocelyn Rodrigues, John Lee, Dina Kahn, Kristie Hackbart, Idil Serim, David Dean.*



Embassy nurse *Joyce Biggs*, health unit administrative specialist *Ehsan Malik*, and regional medical officer *Kenneth Babcock.*



Secretary *Lucy Gibb*, a TV camera, at opening of exhibition of her paintings.



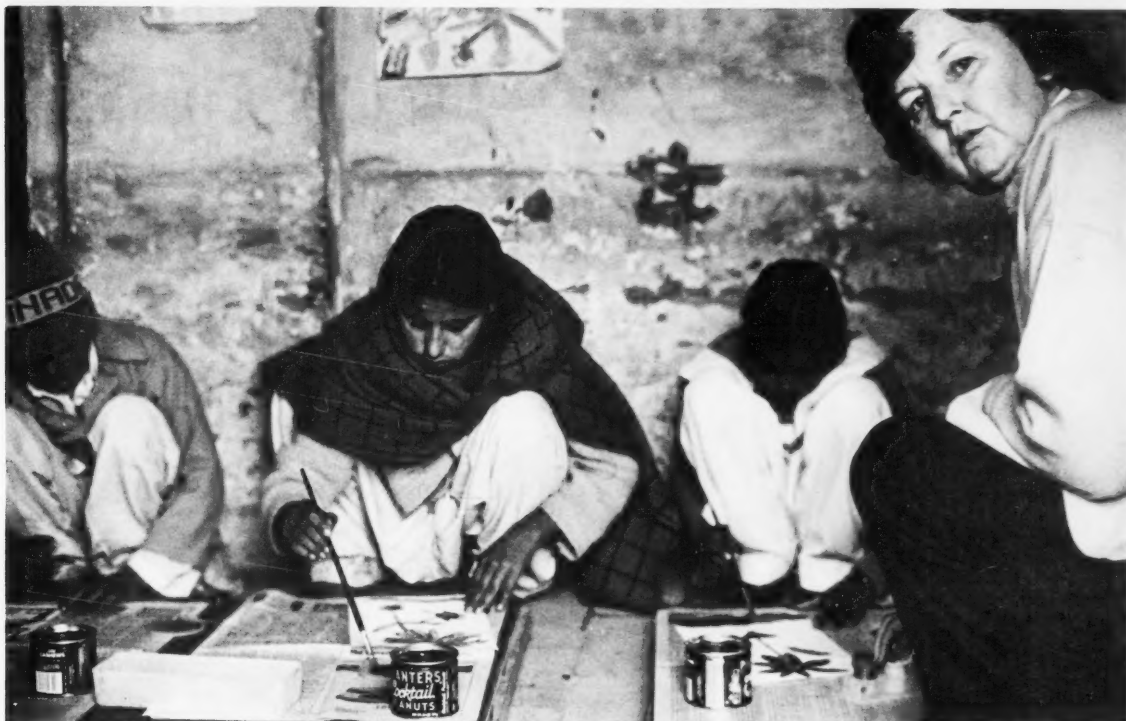
Afghan women cooking meal at a refugee camp in Pakistan.



Political officer *Ronald D. Lorton*, left, receives Superior Honor Award from Ambassador *Arthur W. Hummel Jr.* Mr. Lorton was cited for his service as country desk officer for Afghanistan, July 1978-June 1980.



Consular officer *Gretchen Gerwe*.



"Body painting" at embassy fall festival. From left: Adam Rice, Mahsood Parvez, Tari Amin (with paintbrush), Farah Ahmed (far right). Small girl is identified.

Phyllis Mauger, wife of defense attache Hal Mauger, gives art instruction at St. Joseph's Hospice, Rawalpindi.



MUREE, Pakistan—On the Durand Line, which separates Afghanistan and Pakistan, are acting deputy chief of mission George Griffin, Kabul, and political counselor Herbert Hagerty, Islamabad. The photo was taken during a break at the recent political officers conference.



The Shrine of Imam Barri, on the outskirts of Islamabad.



Marine security guards *Ron Epley* and *Bill Leak*, with secretary *Jane Newcomb*, visit a rural area.



Mail clerk *Ibrar Ahmed*.



Political officers *Ron Lorton, David Welch* and *Herb Hagerty*.



General services officers *Wannie Lester*, left, and *Wally Horn*, right, with administrative counselor *Dave Fields*.



A contemplative stroll on the road from Murree to Islamabad. ■

Ask Doctor Korcak



This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE magazine. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.

Q.

LATIN AMERICA

I recently asked the Foreign Service Institute whether it has a policy on smoking in the language training classrooms. I was told there is no policy, the question is left to individuals to decide. I'm one of the millions who are terribly allergic to smoke. If smoking is universally agreed to be harmful to our health, why should the burden of banning it in the workplace be placed upon the individual who does not smoke? It seems to me we should have a fundamental right to breathe smoke-free air, and the institution we work for should guarantee us this right. Isn't it time for you to have some say in the matter?

A.

We've contacted the institute, and were told that it is adhering to the regulations for controlling smoking in General Services Administration-controlled buildings, as is the rest of the State Department. These regulations state quite explicitly that smoking is prohibited in auditoriums, classrooms, conference rooms and elevators.

Q.

PACIFIC ISLANDS

My own teeth are in great shape, but so many of my friends say they need crowns. What is a crown? When do dentists have to resort to them?

A.

Our dental consultants tell me that when decayed or broken tooth structure is to be replaced, it is usually done with a filling, i.e., the replacement material is locked internally into the remaining sound tooth. Sometimes, when there is not enough sound tooth structure remaining to obtain a lock, or where the appearance of the replacement material is not esthetically pleasing, the entire surface of the tooth is covered. This is called a crown. It is retained in place by friction with the tooth structure, with cement filling the space between the tooth and the crown.

Q.

EAST AFRICA

I just received a catalogue from a reliable mail-order house that listed two portable water purifiers. These products sound stupendous from our point of view here in East Africa, where one has to spend hours boiling water for drinking, brushing teeth and making ice cubes. One ad says that the water filter using activated charcoal is used by 21 embassies throughout the world. Why don't you and the Foreign Buildings Office publicize the fact that simple water purifiers are cheaply available?

A.

I presume you're referring to ads that guarantee safe, spring-fresh, good-tasting, crystal-clear drinking water within minutes. Well, don't count on it. The activated charcoal in these units can improve the taste and appearance of the water, but they do not ensure it's safe. If you read the fine print you'll notice that the advertisements refer to removing bacteria, parasites and all sorts of sordid bugs. The key here is that the ads do not make reference to removing dangerous viruses and cysts from the water, such as the hepatitis virus or cysts that cause amoebiasis or giardiasis. To date I know of no simple, expedient point-of-use water purifying device being

advertised that renders water potable and free of harmful bacteria, viruses and cysts. When we find such a useful device we will indeed inform all of our posts worldwide! In the interim, I suggest you avoid such devices and continue to boil your water for 10 minutes. That way you'll be sure bacteria, viruses, and cysts are rendered harmless.

Q.

EUROPE

My blood pressure is perfect now that my doctors have discovered the exact drugs and doses that work for me. One of the drugs I need is a combination of two blood pressure medications in one pill which I cannot buy locally and which is not stocked in our embassy health unit. I came here with a six-month supply, but want to reorder before I'm down to my last pill. How can I quickly obtain this drug from the United States?

A.

Have an American physician write and sign a prescription, and mail it to one of several pharmacies in the District of Columbia area that specialize in filling, mailing and billing overseas customers. It isn't necessary for the doctor to have a D.C. license, but it is essential that the prescription be signed by an American doctor. If one is not assigned to your post, your health unit nurse can assist you in obtaining a prescription signed by your regional medical officer. Mail the prescription directly to the pharmacy with a proper mailing address (pouch or APO), and with credit card numbers or other billing instructions.

Q.

EASTERN EUROPE

My wife was evacuated to a military hospital in Germany for an emergency operation. I had to pay \$35 to get the paperwork moving in order to pay her hospitalization. The bulk of the bills were paid by my health insurance policy. The embassy paid the remainder of the bills. Can the embassy now reimburse me for the deposit I paid?

A.

Good news: with implementation of the new Foreign Service Act on February 15, a \$35 deductible is no longer required when Foreign Service dependents are hospitalized. But back to your question: you could have taken the \$35 from the insurance reimbursement before you signed your check over to the embassy. But since you apparently did not, you are, yes, entitled to the return of your deposit from the embassy. See your budget and fiscal officer, and the procedure will be explained to you.

Q.

LATIN AMERICA

At many posts, obtaining blood on an emergency basis is a serious problem. Yet many people don't know their blood types. Why couldn't this information be placed on the medical clearance form, or by some other means be made known to the employee and/or post?

A.

Determination of blood type and Rh factor is now routinely done at the time physical exams are done here in the Department. When examinees receive their test results, they're given wallet-sized card which clearly state their blood type and Rh factor. In addition, health card abstracts are issued to people with limited medical clearances. On these summaries, the blood type and Rh factor is identified, as well as existing medical conditions, significant medical history, and medications routinely taken. Personnel assigned abroad who've had their physicals at locations other than here in the Department, and who don't know their blood type, may have the simple blood test done during home leave. If you're in the Office of Medical Services here, see a medical clearances staff member, and he or she will give you the necessary laboratory requisition so you can have the test done quickly, any morning. At overseas posts a walking "blood bank" file of available donors

with known blood types is very useful in the event of an emergency.

I encourage everyone to participate in blood donor programs, and to register their blood types and Rh factors with medical/health unit staffs at their posts. □

Dr. Korcak's Health Hints

Diarrhea and dehydration in children

Diarrhea is not in itself a disease, but it can be a symptom of diseases. Its effects are usually more serious for children. A dangerous result of diarrhea is a condition called *dehydration*, which is an excessive loss of body liquids and salts. Prompt treatment can often keep dehydration from occurring. We can tell it is occurring when we see any of these signs in a child:

- Passes little or no urine, or passes dark yellow highly-concentrated urine.
- Has a dry mouth and/or great thirst.
- Shows a sudden weight loss.
- Eyes look sunken back into his/her head.
- The "soft spot" on the baby's head sags inward.
- The skin loses its elasticity, when it is pinched and then released, it doesn't immediately fall back into place.

It's important not to wait until signs of dehydration appear before beginning oral rehydration treatment. The treat-

ment should start at the first signs of diarrhea. There are some other signs which can mean that the child with diarrhea is very, very sick indeed. If they are noticed, medical attention should be obtained *immediately*.

There could be trouble if:

- The young child vomits everything he drinks.
- The young child will not or cannot drink.
- Diarrhea continues longer than one day.
- There is more diarrhea than can be replaced by liquids.
- The child has chills or fever.
- The infant does not urinate for about six hours.

If any of these signs are present, the child must receive medical care urgently. It's critically important that the child drink liquids to replace those lost through diarrhea. In addition, other medical regimes may be intravenous fluids when necessary, and eventually nutritious, solid foods such as bananas, rice and well-cooked grains.

Like all living things, our bodies need certain amounts of fluids to thrive. A child with diarrhea is like a plant without water—the liquids must be quickly replaced. □

JAKARTA, Indonesia—Dr. Frank Hart, regional medical officer and Paula Hart, nurse practitioner, receive Meritorious Honor Awards from Ambassador Edward E. Masters for their performance while assigned to the embassy in Jidda, Saudi Arabia.



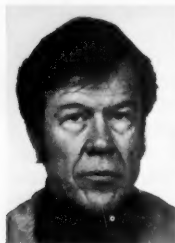
The emotion of grief in Foreign Service families

'But what of the diplomat's children?'

BY DR. PAUL F. EGGERTSEN

The author is the State Department's regional psychiatrist, based in Vienna.

GRIEF IS NOT simply an occasional task that is forced upon us at a time of important loss, death, final parting, irreparable injury or illness. Intense feelings grip our attention at these times, but the process of greiving goes on daily and hourly in subdued and less noticeable form. Grief is as normal and natural as breathing, sleeping or remembering—and as constant.



Dr. Eggertsen

The dramatic and highly visible forms of grief and mourning obscure the everyday variety whereby we undertake to set yesterday behind us and experience today. We cannot afford to be burdened by all our yesterdays. The emotional price of unburdening ourselves and getting on with our lives is to experience regret, yearning, contrition, relief, sadness over half-measures, and guilt. When we shirk this emotional "work" we lose resilience, and limit our ability to meet the demands and enjoy the offerings of the new day.

People differ in their skill at this "work." Some let go of their yesterdays rapidly and efficiently, but we all know of some who cannot let go of past losses or successes and who drag their burdens into today and tomorrow. The "high school hero" and the "tragic lover" are instances of those who cannot let go of the past. They are examples of people who have not learned to grieve. Sad it is to say of someone: "He never got over..."

Almost anything can be, and probably almost everything is, grieved. Released prisoners miss the safety,

familiarity and predictability of the prison. Deathcamp survivors, amid the joy and surprise of escape, discover nostalgias almost impossible to rationally apprehend. Old soldiers meet and come alive at chances to relive times that in the actual living must have been all but unbearable.

The task of mourning has an ubiquitous and "everyday" quality. The ability to grieve is a skill, a hard-won skill, that requires favorable circumstances for development. To grieve well is, in my mind, the most important single bit of evidence of maturity and healthy adulthood. But efficient grieving is learned slowly, even in favorable human environments.

Children facing a loss are often limited by their as yet underdeveloped grieving skills. For instance, the earlier a parent is lost the more terrible (grievous) is the damage. Children do not have the capacity to "let go" of a lost parent, not only because the parent is so important in the world of the child, but also because the emotional and psychological "structure" to do so has not yet been developed. Until some given stage of maturity is reached, a severe loss may be so unendurable as to be unrecognized, let alone contemplated, accepted and repaired. If a major loss remains unrepaired, the ability to process even the little losses may be impaired (i.e., the child may not be able to endure the loss of a pencil or his socks).

One of the most fortunate capacities a person may have is, indeed, the ability to grieve intensely—the ability to sob and weep, the luck to have heartache, the good fortune to be able to experience the chaos and the craziness of arbitrary and irretrievable changes resulting from loss.

We may all, even the sturdiest among us, gradually and inevitably fall behind in our "grief-work" and slowly accrue burdens that slow and limit us. For instance, missed opportunities are

losses as surely as is death, and must be grieved through similar, if less apparent, experience. A few fortunates may happen to exist within familiar and predictable circumstances, and some may put up a better resistance to loss than others, but none of us are free from the need to repair loss.

There are those like diplomats and soldiers who live in a way guaranteed to place the greatest strain upon their grieving abilities. In moving often, changing friends often, traveling lightly, living in alien cultures, these brave, naive or foolish souls place themselves at considerable emotional risk. They may recover from the jet lag in a few days, but the "culture" lag takes about a year. And they barely grieve their way to full function when, once again, off they go.

If this itinerant, this diplomat, happens to be a very efficient griever, he may adjust more quickly and soon immerse himself in the new experience. If, like most of us, grief is a problematical and difficult matter, he may never really get into the swing of the new culture. He may spend most of his time in his own home or compound, or with his own small group of countrymen. If he is experienced, he may have learned not to travel lightly and to carry many familiar things with him. Along with this adjustment "trick," he may arrange to visit "home" more often. He may develop an ideal "home base" in Shangri-La or Oregon which he fondly contemplates, whether or not he has actually been there. Not having lived in this retreat, he does not have to face giving it up. He can maintain the fantasy until he retires and tests it.

But what of the diplomat's children? They do not have a developed skill at grief-work. They fall behind quickly in this necessary effort and may never obtain the proper skill. Developmentally inadequate to deal with the sheer volume of change and loss, even without personal catastrophe, they may

not master the art of loss-repair through mourning. In a larger family, given longer tenures and timely good luck with compatible friends, they may do well. However, with frequent changes, small communities and alien cultures, they face less favorable odds in mastering the skills of grief than those in stable familial and cultural situations.

In a touching effort to reduce sensed isolation, alienness, and possibly even abandonment, the diplomat's child often becomes a super-patriot. He clings to his language, music and clothes, and forms tightly-knit national social groups. The idiosyncracies and biases of national origin and culture are often exaggerated, and the host culture derided. (This complex phenomenon relates only in part to the avoidance of grief-work, but does support the denial of loss and separation.) It is awkward for diplomats, in the habit of attenuating and softening their prejudices, to deal with their outspokenly biased offspring. That the children are using bias to reassure themselves of national identity, and will eventually "come around" when the identity is safer and firmer, is difficult for parents to take into account in the heated moments of disagreement.

The application of this knowledge to everyday life offers few surprises. Fortunately, sheer awareness can often make up quite adequately for less-than-ideal circumstances. So it is with grief: it helps to know it is inevitable, that it is healthy and necessary, that it is freeing, and that it is self-limited. It helps to know that the more genuine and intense it is, the shorter it will be; that it is the process of reconciliation to change. It helps to know that grief is the mental and emotional preparation for the enjoyment and facilitation of novelty and adventure.

The diplomat with children can apply this knowledge about grief-work by acknowledging his own personal experience, and by his willingness to express pain, sadness and anguish openly to the child. This allows the child to learn to comfort himself by comforting the parent. Denying the experience to oneself, or denying the

child the occasion to see the process of grief, deprives the child of the opportunity to master a basic ability to mourn and heal. □

Alcohol Awareness Program

What an FSO-4 did about his drinking problem

The following was written by an FSO-4 whose drinking problem caused him to contemplate suicide.

This article is addressed to the alcoholics in the Foreign Service, and to their dependents and friends at overseas posts. The alcoholics may not admit that this article applies to them, but their families and friends should easily recognize that it may. If you have read this far, and are thinking that alcoholism is not a part of your life, consider that without a more open approach to the awareness of this very serious problem, you stand a pretty good chance of losing your life or causing someone else to lose theirs.

Consider also that approximately 6% of the Foreign Service personnel serving abroad are alcoholics—a large number who stand to lose from an alcoholic action or decision on their part. Aside from the physical and psychological abuse an alcoholic inflicts on his or her own person (loss of self-respect, poor decisions, lost time, divorces, security problems, financial troubles, loss of health) an equal amount is inflicted directly upon other persons around the alcoholic.

You can lose your career as the result of alcoholism, but to do so you are going to have to refuse the helping hand that is extended to you. If you choose to refuse, it may well mean the loss of what little you have left in your life, as well as your life itself. Alcoholism is a disease. The important thing is that it is treatable and you can get help—lots of it.

Eleven years ago, I entered the Foreign Service directly from college.

Since that time, I have served in five posts and had one tour in the Department. Currently, I am serving in an embassy in Latin America. I have my family, my friends, my self-respect, my medical and security clearances, and I can live without embarrassment or shame. I know this, because I'm an alcoholic.

Alcoholics who admit that they have this disease usually, with some thought, can quite accurately identify when they crossed the line. In my case, I crossed it about eight years ago, during my second overseas tour. At that time, my job in a consulate caused a lot of tension. Whether this tension was real or imagined made no difference. I believed I was under stress, and I drank to eliminate it. Gradually, I drank more. My tolerance to alcohol increased. In time, I would not stop when others did; I drank before the party, I drank after the party. I had more than one drink with lunch. Then I skipped lunch altogether.

This type of drinking brought on, within two to three years, a loss of control. It introduced me to the crucial phase of this disease. You who are alcoholics either cannot or will not recognize some of the symptoms which I describe. But those around you—your family, friends and colleagues in the Service—will be able to recognize some of them in your habits, and will be able to assist you in obtaining help.

Loss of control, in my case, caused some rather severe personality changes. At times my behavior was aggressive; I became moody, subject to quick changes. Frequent work and family problems would arise which, in the past, hadn't occurred. I began to lose interest in personal appearance, exercise and proper diet. I became remorseful and felt guilty about drinking. Yet every effort I made to stop met with failure. Memory lapses after drinking caused more guilt feelings, heightened tension, nervousness, and quite naturally, more drinking.

During the last five years, life became most difficult for me. I blamed my bosses, employees under my supervision, the Department (the ever-popular "they" in Washington), relatives,

old friends, new friends, even inanimate objects, as being the primary causes of my drinking.

I did not admit to myself that I had a drinking problem.

But during the past year, I finally, and completely, reconciled myself to my fate. I admitted, but only to myself, that I was an alcoholic, but I hadn't quite decided what to do about it. I had difficulty in making a choice between death brought on by the gradual cellular destruction of my body and mind, or death by suicide. Most active alcoholics must face this choice, but some do not get the opportunity, since they often die in alcohol-related accidents in the home or on the highways.

In my case, the choice came to me after about eight hours of continuous drinking. I decided that I just couldn't get up the nerve to kill myself but, since I was an extremely proud and arrogant person, I thought the least I could do was fight the world all the way to the end. Since I believed the world and all the people in it were the cause of my drinking, then I'd be damn sure a pound of flesh was extracted from them. "Them" being my family, employer, friends, and enemies, and all those who had come to know me. This decision came, as I said, after a long drinking session in my favorite bar, and was a typical product of an alcoholic mind.

About eight months ago, my wife found me one night sitting in the living room. I was half-dressed, quite drunk, mumbling to myself. Tears flowed down my face. I carefully explained to my wife that, though I had once been a rather self-respecting soul, I now was at the end of my rope and that the best thing she and the children could do was to leave me alone, because I had decided to stop talking to anyone. Furthermore, I said, it was highly doubtful that I would ever speak to anyone again. I then went to bed and passed out.

The following morning I fervently promised to see the regional medical officer and admit to him that I had a problem with my drinking. As do all alcoholics, I made this decision with

honesty and good intention, but did not follow through. I just couldn't admit to being a failure, to not being able to control my drinking. It was a promise made at least 20 times but never kept. Instead, I walked into the embassy and went to my office. I was sober, but even at 8:30 my body needed a drink.

When a person reaches this state, he cannot make an intelligent decision about his life. So what I couldn't bring myself to do, was done for me. My wife spoke to the medical officer and, a few minutes later, he was in my office. I admitted my problem and was presented the alternative of either accepting help or letting alcohol continue to control me, with the ultimate loss of family, career and life. I said I would do whatever he thought was necessary and, in so doing, accepted the help that was offered to me through the Department. I was asked to inform the deputy chief of mission.

I did so. I informed him I would be leaving the mission as a "medevac" patient the following day. When I left, my wife and family remained behind. As in all such cases, the cause of my departure was held in strict medical confidence. No one at post was informed of the reason.

It has been six months now since I left and reported to the Medical Division in the Department; it also has been six months since I took a drink. If you would ask any active alcoholic if this was possible, he would deny it. But it has happened to me, and I know that it has and is happening to others. As an example, a good friend of mine in the Service also admitted that he had a problem, left his post, returned in a month, and is now back on the job.

For nearly all of the people in this situation, there is but one obstacle to overcome—admitting that you are an alcoholic. The term alcoholic or alcoholism turns most people off, and it makes little difference if you are the alcoholic or related to one. Do not let the word and what it means to you stop you from getting help or helping someone else. First, it is just a word. Second, it refers to a condition that is treatable.

And third, the connotations you put on it are most likely in error.

My time in the United States divided itself between a couple of hours in the Department and four weeks in a full-time program of alcoholic rehabilitation in a private facility. Several facilities of this type are available in the States, and the Department utilizes the services of more than one. The particular one which I went to was, like most, a retreat—with the environment of a vacation spot. Set in some 80 acres of beautiful rolling woodlands and meadows, the facility offered the tranquil change of pace necessary for rehabilitation. I lived in a double room and shared the facility with some 35 others who were doctors, attorneys, pilots, businessmen, housewives, college students, farmers and Government employees—including colleagues in the Foreign Service.

The fact that I no longer drink is to me a monumental achievement. Moreover, I am now mentally equipped to continue my sobriety, with the knowledge that I have arrested the disease and I can face the realities of life and the pressures of everyday living without reliance on the spirits of John Barleycorn. Alcoholism is, among many other things, an equal opportunity disease. It affects 1 of every 10 persons who drink. The incidence of alcoholism is really no higher or lower in the Foreign Service than in any of the occupations of the people I was with in rehabilitation. We are not unique, only human.

You do not know who I am. I may be your supervisor, your subordinate, your colleague, or just a friend in the Foreign Service. Nonetheless, I would welcome the opportunity to talk to or correspond with you or any Foreign Service employee or dependent about alcoholism, and the program which is available to all of us. If you would like to do this, please call the administrator of the Alcohol Awareness Program, (202) 632-1843/632-8804, or write to him at M/MED/AAP, Department of State. He will forward your request to me. I only ask that you respect my anonymity, as I will respect and keep yours. ■

Foreign Service Celebrations

THE WOMEN at this U.S. post in Japan, when overjoyed, are apt to swing an ax or a mallet. The men usually watch from a safe distance, and appear to be amused. The quiet macho style of celebrating, by contrast, is demonstrated by the ambassador.

TOKYO—*Leona M. Anderson*, administrative counselor, breaks open sake keg at embassy party celebrating her retirement.



TOKYO—Administrative counselor *Leona M. Anderson* puts the ax to old machine as everyone celebrates the acquisition of new communications equipment for the embassy. From left: deputy of mission *William C.*

Sherman with communications employees *Stanley Baranowski, Marvin Konopik, Jules Bacha, Noel Petrin, George Little, William Tindall, Glen Wilhelm, Ken Parton, Johnny Johnson.*



TOKYO—*Yoshie Aiko*, chauffeur for nine ambassadors, has retired after almost 34 years of U.S. Government service. Ambassador *Mike Mansfield* invites him to see what it's like on the other side of the big oak desk. ■



Education and Training

Schedule of courses at Foreign Service Institute

Program	Apr.	May	June	Length of course
Administrative training				
Administrative CORE	6,27	25	15	3 weeks
General Services Operations	27	18	15	3 weeks
Personnel Laboratory	27	18	15	2 weeks
Budget and Financial Management	27	18	15	6 weeks
Coping with Violence Abroad (formerly Seminar on Terrorism)	20	4,11 18	1,8 22,29	2 days
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			12 months
Nationality Law and Consular Procedure	Correspondence course			12 months
Overseas Citizens Services	Correspondence course			12 months
Consular Employees Professional Seminar	— 11 —			2 weeks
Equal employment opportunity				
Executive EEO Seminar	28	—	—	1 day
Executive development				
Executive Performance Seminar	26	—	—	5 days
Supervisory Studies Seminar	12	—	7	5 days
Political training				
Foreign Affairs Interdepartmental Seminar	6	—	29	2 weeks
Intelligence and Foreign Policy	—	—	1	1 week
Techniques of Negotiations	—	11	—	8 days
Executive-Congressional Relations	27	—	—	1 week
Analytic Reporting Skills	20	—	—	2 weeks
Orientation				
Foreign Service Secretarial Orientation	6	—	1	5 days
Departmental Clerical Orientation	13	11	8	5 days
Departmental Officer Orientation	—	12	—	2 days
Foreign Service Orientation	—	11	—	1 week
Foreign service officer orientation				
	29	—	24	6½ weeks
Secretarial skills				
Management Skills for Secretaries	20	—	22	2 days
Clerical training				
Beginning Stenography	—	5	—	9 weeks
Intermediate Stenography	—	5	—	9 weeks
Advanced Stenography	—	4	—	10 weeks
Beginning Typewriting	—	5	—	9 weeks
Intermediate Typewriting	—	11	—	4 weeks
Workshop in the Preparation of Travel Vouchers	As applicants warrant			4 hours
Communication skills				
Elementary English Skills	—	12	—	6 weeks
English and Communications Skills	—	19	—	10 weeks
Reading and Development Skills II	13	—	—	4 weeks
Basic Writing Skills	—	11	—	5 weeks
Speech and Oral Communications	7	—	—	10 weeks
Courses for managers				
Reading Development I	13	—	—	4 weeks
Effective Writing in International Affairs	—	4	—	6 days
Effective Oral Communication for Managers	—	12	—	4 days
Effective Writing for Managers	6	—	—	4 weeks

—(Continued on next page)

Course offered in speech, oral communications

A course on speech and oral communications will be offered by the Foreign Service Institute on Tuesdays and Thursdays, 9-11:30 a.m., during April and May, in Room 5705, SA-15, Plaza East. The course is for clerical employees whose career advancement might be impeded by their manner of speaking. It is intended to increase correct English usage through establishing patterns of oral responses.

Class size is limited to 15, first-come, first-served. For information, contact the Office of the Registrar, 235-8765; the Communications and Clerical Skills Division, 235-9402; or your bureau training officer. □

Department of Do Unto Others. . .

The Overseas Briefing Center in the Foreign Service Institute is maintaining a file of individuals and families willing to help others who are preparing to serve abroad. If you are going to be in the United States and are willing to answer questions about your post, call or write the center.

The receptionist in the Foreign Service Lounge and personnel technicians have index cards such as those pictured here, that you may fill out and

LAST POST AND DATES
NAME
PHONE NUMBERS
DATES YOU WILL BE IN THE U.S.

send to the center, Room 400, SA-3; or you may phone (703) 235-8784. If you are overseas now and wish to inform the center that you will be returning, send the phone numbers, including area codes, where you may be reached in the United States. "You need not be coming to Washington," says Fanchon Silberstein at the center. "Recent returnees are among the most important sources of help to those preparing to leave. Please let us hear from you." □

Analytic reporting

The Foreign Service Institute will offer a 10-day course entitled "Analytic Reporting Skills," April 20-May 1, June 15-26, August 10-21 and October 4-16, at the institute (SA-3) in Rosslyn. The workshop is intended for officers of Classes 2 through 6; GS-15 through 9; and FSS-1 through 4. It will explore techniques of political and economic analysis and their applicability in the Foreign Service context. □

Solution to Diplo-croctic puzzle No. 8

(See February issue)

Don Marquis.
archy and mehitabel

"boss the cockroaches are not the only insects that are demanding more consideration a mosquito remarked to me only this morning there is darned little justice in this world the way human beings run it seldom do I meet a person who will hold still long enough for me to get a meal"

- A. Diomedes
- B. Orthodontist
- C. Northwest Territory
- D. Molucca
- E. Adjoin
- F. REM
- G. Qantas Airlines
- H. Umnak
- I. Igloo
- J. Seychelles
- K. Attu
- L. Rime
- M. Celebes
- N. Honshu
- O. Yosemite
- P. Aphorism
- Q. Newfoundland
- R. Dhow
- S. Method
- T. Egg and Dart
- U. Hong Kong
- V. Illicit Relations
- W. Tomorrow Night
- X. Ascension
- Y. Bethlehem
- Z. Easter
- a. Little Men

—(Continued from preceding page)

Program	Apr.	May	June	Length of course
Overseas Briefing Center				
Workshop for Foreign Service Families	—	4	1	2 weeks
Going Overseas	4,22	2,20	6,17	1 day
Community Skills	6	—	—	4 days
English Teaching Seminar	—	18	—	1 week

Area studies and language training

Area studies	Apr.	May	June	Length of course
Area studies				
Africa, Sub-Sahara	20	—	15	2 weeks
Western Europe	20	—	15	2 weeks
East Asia	—	18	15	2 weeks
Eastern Europe and USSR	—	18	15	2 weeks
Latin America	20	—	15	2 weeks
Near East and North Africa	20	—	15	2 weeks
South Asia	20	—	15	2 weeks
Southeast Asia	20	18	15	2 weeks

Language and advanced area courses	Apr.	May	June	Length of course
Language and advanced area courses				
French	6	4	1,29	20 weeks
German	6	—	1	20 weeks
Italian	6	—	1	20 weeks
Portuguese	6	—	1	20 weeks
Spanish	6	4	1,29	20 weeks

Short language and cultural familiarization programs (fast) courses	Apr.	May	June	Length of course
Short language and cultural familiarization programs (fast) courses				
Arabic	—	—	15	6 weeks
Chinese	—	11	—	6 weeks
French (Metrop.)	27	—	1	10 weeks ¹
French (Sub-Sah.)	27	—	1	10 weeks ¹
German	27	—	—	10 weeks
Indonesian/Malay	—	—	15	6 weeks
Italian	27	—	—	10 weeks
Japanese	27	—	—	6 weeks
Portuguese (L.A.)	27	—	—	10 weeks
Portuguese (Eur.)	27	—	—	10 weeks
Russian	—	25	—	6 weeks
Serbo-Croatian	27	—	15	6 weeks
Spanish (L.A.)	27	—	1	10 weeks ¹
Spanish (Eur.)	27	—	1	10 weeks ¹
Thai	27	—	—	6 weeks

¹Week of July 27 has no scheduled classes for short courses in French and Spanish. Classes in session over that week will be scheduled for 11 weeks total, including a week of leave. □

Seminar on Congress

The Foreign Service Institute School of Professional Studies will conduct a five-day seminar on executive-congressional relations, April 27-May 1, 8 a.m.-4 p.m., on Capitol Hill.

The seminar will examine the inter-relationship between Congress and executive branch in the area of foreign affairs; the role of the legislative branch; the role of lobbyists and media in making foreign policy, and other topics. Speakers will include members of

Congress, staff aides, journalists, executive branch leaders, and academicians. Officers of Classes 2 through 6; GS-15 through 9; and FSS-1 through 4 are eligible. □

Spouse re-entry workshop

The Overseas Briefing Center is offering a half-day program on March 30, 9:15 a.m.-1:00 p.m., for spouses of foreign affairs employees who are reentering the United States after one or more tours abroad. The session is in con-

junction with the Career Counseling Workshop, March 31-April 3, and the Community Skills Workshop, April 6-9. These workshops are designed to provide information on a variety of matters relating to the reentry process, as well as community mental health. For information, contact the center, 235-8784, Room 400, 1400 Key Boulevard, Rosslyn, Va. 22209. □

Overseas schools council meets

Members of the Overseas Schools Advisory Council and others concerned with the schools held their annual meeting recently in the Department. Those present are shown in the accompanying photograph. Left to right: *G. B. McCullough*, vice president, employee relations, Exxon Corp.; *John Collins*, manager, Export Regulation Office, IBM World Trade Corp.; *William F. Haws*, director, employee relations, Caterpillar Tractor Co.; *L. L. Youngblood Jr.*, executive assistant, Interna-

tional Division, Mobil Oil Corp.; *Donald G. DeWitt*, director of personnel and overseas employee relations, International Department, E. I. Du Pont de Nemours & Co.; *James G. Sheffield*, director, international relations, Good-year International Corp.; *William P. Gormbley Jr.*, officer-in-charge, personnel services, Ford Foundation; *Eugene R. Lopez*, vice president, Pfizer International, Inc.—acting chairman; *E. C. Axtmann*, director of new headquarters for planning, policy and personnel, Union Carbide Corp.; *William P. MacKinnon*, general director of worldwide personnel administration, General Motors Corp.; *Thomas Tracy*, assistant secretary, Department of State; *Peter J. Sherry*, vice president, personnel and organization, Ford Motor Co.; *Nessa P. Loewenthal*, dependent counselor, Bechtel Power Corp.; Under Secretary *Ben Read*; *William L. Smith*, administrator of education for overseas dependents, Department of Education; *T. Todd Reboyl*, chairman, Educational

Aid Committee, RCA Corp.; *Charles D. Lothridge*, manager, international development and training programs, General Electric Co.; *Robert H. Anderson*, dean and professor, College of Education, Texas Tech University; *George E. Moore*, director, Education Department, Westinghouse Electric Corp.; *Terrance McMahon*, acting controller, AID.

Members not shown are: *Marvin Braverman*, attorney, chairman; *Billy C. Christensen*, vice president and general manager, IBM World Trade Corp.; *John R. Meekin*, vice president, Chase Manhattan Bank; *Fuad A. Nassab*, director of international personnel, Raytheon Co.; *Alice S. Iichman*, associate director, ICA; *Samuel F. Pryor*, Pan American World Airways; and *Ernest N. Mannino*, director, Office of Overseas Schools, Department of State. Not shown, but attending the meeting, was *Mildred Marcy*, senior adviser for educational and cultural affairs, ICA. □



Basic office skills to be taught

The Foreign Service Institute will offer a course on basic office skills and techniques on Mondays and Wednesdays, 10:30 a.m.-12:30 p.m., during March and April, in Room 5703, SA-15, Plaza East.

The course is open to all clerical employees in Grades GS-3 through 5, or for those in clerk-typist positions with little or no experience in managing an office. It is designed for those who demonstrate aptitude and interest in developing office management skills. Admission requires approval of your supervisor, and a recommendation from him or her and your training officer.

For information, contact the Office of the Registrar, 235-8765; the Communications and Clerical Skills Division, 235-9402; or your bureau training officer. □

Library services

LOCATION: Room 3239 New State
COLLECTION: 750,000 volumes, 1,100 periodical titles
SERVICES:

- Loan of books, periodicals, and government documents
- Locating and borrowing items from other libraries
- Assistance in finding information (legal, statistical, historical, biographical, etc.)
- Automated retrieval of information relating to foreign affairs
- Daily newspaper. (back issues on microfilm)

Credit union scholarship

Applications for the State Department Federal Credit Union's fifth annual scholarship are now available from the credit union and from its liaisons around the world. A \$2,000 grant is awarded each year to children of credit union

members. Students must have completed the freshman year at a recognized institution of higher learning, have achieved academic proficiency, and be in need of financial assistance to complete their educations. The completed application, along with a recent copy of student's grades, must be received by the credit union no later than May 29. Domestic members may request an application by calling tollfree, (800)336-4704, from the continental United States, Puerto Rico and the Virgin Islands. In Washington, call 558-8000. □

Fine Arts Committee

The Fine Arts Committee of the Department was to meet March 14 at 10 a.m. in the John Quincy Adams State Drawing Room. The agenda included a summary of the work of the Fine Arts Office since the last meeting in 1980. ■

THIS LUNCHEON IS SO HOSPITABLE OF YOU!

OH, DON'T THANK ME. OUR ORGANIZATION HAS BEEN FUNDING MORE PROJECTS ABROAD LATELY. BESIDES, YOU'RE SO CHARMING.



AND YOUR ENGLISH IS IMPECCABLE. I HEARD THAT YOU SPEAK ~~FOUR~~ LANGUAGES FLUENTLY

WELL, I'VE HAD GOOD TRAINING. I GUESS YOUR COUNTRY DOESN'T EMPHASIZE LANGUAGES SO MUCH...



YOU HAVE A POINT. THERE'VE EVEN BEEN GOVERNMENT STUDIES TO SHOW THAT'S TRUE. BUT THE REAL TRUTH IS THAT ENGLISH IS TAKING OVER AS THE INTERNATIONAL LANGUAGE.

I WOULDN'T BE SO SURE! TWENTY PERCENT OF THE WORLD SPEAKS CHINESE... AND ENGLISH IS A DIFFICULT LANGUAGE.



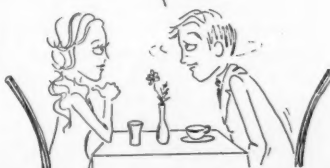
WOULDN'T SOME KNOWLEDGE OF LANGUAGES BE USEFUL FOR YOUR WORK WITH THE ORGANIZATION? YOU MIGHT GET A BETTER UNDERSTANDING...

NO, THE FOREIGNERS WE DEAL WITH SPEAK ENGLISH. AND ENGLISH IS OK. WHEN I TRAVEL... WHERE'D YOU SAY YOU WERE FROM?



WELL, I WAS RAISED IN BUDAPEST...

BUDAPEST? BOY, THAT'S EXOTIC! I'VE NEVER BEEN TO TURKEY.



YOU MEAN HUNGARY.





But what about Esperanto?

TEL AVIV—How would you like to be assigned to a country where you could *really* use the languages you learned in college and at the Foreign Service Institute? Well, then, Israel is for you. You would find yourself, on entering the visa unit at the U.S. embassy here, in a modern Tower of Babel. As you worked with the visa applicants, one after another, you would in time hear a goodly number of the languages spoken by mankind.

The Foreign Service officers and Foreign Service nationals working here are, for the most part, able to cope with the profusion of tongues. Visa applicants only rarely need to bring along someone to help them through an interview with the staff. But the staff members do share a certain trepidation that must be

unique to this post. They wonder which language the next visa applicant will speak. Will the next case be that of a Sabra (a native Israeli) speaking good Hebrew? Will it be that of a recent arrival from the Soviet Union speaking a Slavic tongue—or perhaps Yiddish, which is Germanic? Perhaps it will be that of a Jew from western Europe who speaks French, or from another country in the Middle East, with Arabic being his first language. Or it might be that of a recent arrival from Iran who speaks only Farsi.

No problem. The visa unit generally, takes it all in stride, according to Leon Weintraub, staff assistant to Ambassador Samuel Lewis. He says that the language needs and capabilities in the visa unit reflect the microcosm that is contemporary Israel. This post, he adds, drives home the need for

TEL AVIV—The visa unit staff, including seasonal employees, and their language capabilities (from left, seated): *Esther Levy* (French, Arabic, Ladino); *Leon Weintraub* (Hebrew, Spanish); *Clarisse Tiano* (French, Spanish, Arabic). From left, standing: *Geraldeen Sweeney* (Hebrew); *Dorit Bar-Am*; *Laura Grahame*; *Suzy Gang*; *Ken Foster*; *Lillian Haim* (Persian, Arabic, French, Afghani); *Sharon Hurley* (French, Spanish, German); *Betty Weiner* (Yiddish); *Rose Cook* (Hebrew, Polish); *Marcelle Rodriguez* (French, Arabic); *Ruth Vig* (Hungarian, German); *Michael Hoffman* (German, Polish, Yiddish, Russian, Arabic); *Viviane Cassouto* (French, Arabic); *Irene Staszewski* (Russian, Polish, German, French); *Patti Post*. Not pictured: *Minna Casper* (Afrikaans); *Tamara Elisah* (Arabic); *Carolyn Bargeron* (Spanish); *Paulette Bellehsen* (French, Arabic); *Reuben Jemma'a* (Arabic); *Effe Hitchcock* (French). (Photo by *Matty Stern, ICA*)

language skills. No matter what your foreign language capability is, Mr. Weintraub suggests that a tour in the visa unit here will give you a chance to use it. ■

American Diplomacy 1781

The pledge of ultimate defeat

MARCH 1781

BY JAN K. HERMAN

IT IS A MONTH of confusion and diplomatic intrigue. On the 9th, the French foreign minister begins to implement his plan to end the war at the expense of his American allies. He writes a set of explicit instructions to Luzerne, France's minister in Philadelphia, relating the Austro-Russian mediation proposal. Luzerne is to convince Congress to enter the negotiations. Vergennes foresees John Adams' opposition to the plan. Since time is of the essence and Congress would be unable to recall Adams on short notice, that body, in further instructions, would subordinate the American diplomat to the advice and control of the king's advisers and "be directed by [Vergennes] or the person who shall be in charge of the negotiations." If events in Europe moved too rapidly and before Congress could reply, then Vergennes would act in America's behalf without Congress' permission. "A refusal to do so might bring on disastrous and incalculable results."

Deceit, differences of opinion, and perhaps a degree of poor communication coexist in the French government. Even as Vergennes plots, King Louis sends a message to Congress expressing his pain at the state of the new nation's finances.

"...We have determined to assist you as far as our wants and the extraordinary and enormous expenses of the present war, in which we are engaged for your defence, will permit."

Benjamin Franklin, now 75, is ready to call it quits for several reasons, not the least of which is his poor health. Chronic gout has sapped his strength and heretofore indomitable spirit. Moreover, he resents the appointment of John Laurens as special envoy. It may be as much disillusionment as his painful malady that prompts his letter to Congress on the 12th. In it, he updates his efforts to procure additional loans from the French. Vergennes, he reports,

was unable to procure the necessary 25 million livres required "...but that, to give the States a signal proof of his friendship, his majesty had resolved to grant them the sum of six millions, not as a loan, but as a free gift."

He then tenders his resignation. "I find...that the business is too heavy for me and too confining. The constant attendance at home, which is necessary for receiving and accepting your bills of exchange (a matter foreign to my ministerial functions), to answer letters and perform other parts of my

employment, prevents my taking the air and exercise..." His present health precluding a sea voyage home, he begs Congress to allow him to remain in France until the peace, and "perhaps it may be for the remainder of my life..."

Back home in the Carolinas, the British are outsoldiered and on the defensive, their supplies almost exhausted. By all accounts, General Greene's men are proud of themselves and their leader. On the 6th, Tarleton barely manages to escape a trap set for him by a force of Continental light infantry and riflemen. In the darkness, the British cavalry leader almost destroys

(One of a series)

a party of his own men. An American sergeant writes that a "great number of Tories were sent to the lower regions..."

Greene is conscious that his unreliable militia could melt away any day and chooses to make a decisive stand near a diminutive brick building known as Guilford Court House. He deploys his troops in the nearby clearings—one line of militia in front and a line of Virginia veterans behind. The Rhode Islander follows General Daniel Morgan's example learned at the Cowpens. "Put the militia in the center with some picked troops in their rear to shoot down the first man that runs." A third line of infantry and dragoons are to attack the British flanks.

The afternoon of the 15th, Cornwallis attacks with 2,213 of his veterans. The savage Battle of Guilford Court House seesaws for five hours. Before it is over, Cornwallis orders his grapeshot-loaded cannon fired into his own fleeing men to stem the American advance. His Lordship wins the field but his victory is a pyrrhic one with 327 killed, wounded or missing. The officer corps is decimated. As the British withdraw toward the North Carolina coast, Tarleton senses that the debacle at Guilford Court House is Cornwallis' "pledge of ultimate defeat." ■



Personnel: Civil Service

Promotions

GS-15

Michele E. Truitt, Office of Passport Operations.

GS-13

Christopher T. Speh, Information Systems Office, User Support Services Staff.

GS-12

Isaias Alba III, Congressional Relations; **Simon L. Canady**, Office of Operations, Supply and Transportation Division; **Casimir L. Garczynski**, Bureau of Personnel; **Margaret P. Grafeld** and **Michael S. Pasek**, Office of Operations, Foreign Affairs Information Management Division; **Harold Helinits**, Bureau of Public Affairs, Office of Public Communications; **James M. Mitchell**, Office of Operations, Facilities Management and Administrative Services; **Damon I. Kiura**, Passport Office, Los Angeles.

GS-11

Velma J. Chelgren, Bureau of Personnel; **Lillian E. Frisa**, Intelligence and Research; **Dale E. Leach**, Overseas Citizens Services; **Gary Patrick Rosiecki**, Office of Refugee Programs.

GS-9

Catherine L. Allee, Consular Affairs; **Carol S. Inamasu**, Passport Office, Honolulu; **Diana Joyce Weston**, Bureau of Public Affairs, Public Programs Office; **Angela E. White**, Bureau of Personnel.

GS-7

Leah M. Anderson, Passport Office, Los Angeles; **Kimberley A. Bassler**, **Debra G.W. Laws** and **Russell M. Stormont**, Near Eastern and South Asian Affairs; **Vernell P. Bellamy** and **Julia S. Huvell**, Office of Operations, Foreign Affairs Information Management; **Margery C. Benson**, Communications Center; **Mary Hart**, U.S. Mission to Organization of American States; **Lauree Synell Miller**, Passport Office, Houston; **Gary A. Onufrak**, Congressional Relations; **Ann Parnham**, Economic and Business Affairs, General Commercial Policy Division; **Joanne M. Pettaway**, East Asian and Pacific Affairs; **Carlene B. Pryor**, Office of Historian; **Clare M. Reynolds**, International Organization Affairs, International Economic Policy Staff; **Jacqueline R. Smith**, Bureau of Personnel; **Edgar Thomas Jr.**, Operations Center; **Charles Henri Thompson**, Office of Comptroller, Finance Office.

GS-6

Ethel H. Chase, African Affairs, West Africa Division; **Jacqueline H. Cooper**, Bureau of Personnel; **Marguerite N. Doscher**, Foreign

Buildings Office; **Gwendolyn Dunn**, Foreign Affairs Data Processing Center; **Sharon L. Early**, Economic and Business Affairs, Planning and Economic Analysis Staff; **Alice A. Fisher**, International Organization Affairs, Office of UN Political Affairs; **Sharron Ann McGlathery**, Foreign Service Institute; **Twana M. Moroe**, Office of Operations, Foreign Affairs Information Management; **Doris Ann Musgrove**, Office of Legal Adviser for Economic and Business Affairs; **Enola P. Orr**, Passport Office, Detroit; **Caroline Wiznitzer**, Eastern European Affairs; **James R. Young**, Office of Operations, Facilities Management and Administrative Services.

GS-6

Virginia C. Russini, U.S. Mission to UN.

GS-5

Terry L. Arnold and **Rhoda M. Atkins**, Bureau of Personnel; **Lee Ann Berkenbile**, European Affairs; **Donna T. Draize**, International Organization Affairs, International Economic Policy Staff; **Ricardo L. Hermesman** and **Michael T. Johnson**, Foreign Affairs Data Processing Center; **Pamela Holton**, **Geraldine W. Reddock** and **Lawon Helena Sneed**, Foreign Affairs Information Management; **George C. Houston Jr.**, Communications Center; **Lawrence J. Lubin**, Office of Comptroller; **Robert W. Mattox**, Inter-American Affairs; **Eileen E. McCormick**, Press Office; **Evelyn R. Sahli**, Oceans and International Environmental and Scientific Affairs; **Lucinda Vavoudis**, Intelligence and Research.

GS-4

Debra Clark, Office of Comptroller, Finance Office; **Joanne P. Graves**, Bureau of Personnel; **Catherine M. McDermott**, Office of Security, Investigations Division; **Vonda L. Noel**, **Dawn M. Rolan** and **Christine A. Shoemaker**, Economic and Business Affairs; **Diane M. Sheridan**, Administrative and Clerical Pool.

GS-3

Wanda D. Gholson, Bureau of Personnel; **Vernet W. Mason**, Office of Security, Evaluations Division; **Wanda I. Soto**, Office of Operations, Supply and Transportation Division.

New appointments

Anderson, Lynn Y., Near Eastern and South Asian Affairs
Barnes, Vivian L., Visa Office
Barrett, Ann Mary, Passport Office, Washington
Bassil, Cynthia, Passport Office, Records Branch
Blegel, Joseph D., Office of Legal Adviser
Blandford, Kristin A., East Asian and Pacific

Affairs

Bokow, David P., Inter-American Affairs
Bolka, Kim A., Consular Affairs, Visa Office
Bracey, Glynnis A., Bureau of Personnel
Briggs, Glossephine, Administrative and Clerical Pool

Brown, Martha F., Administrative and Clerical Pool

Browning, Sandra, Information Systems Office, Foreign Affairs Data Processing Center

Brynn, Jane C., European Affairs

Caldwell, Victoria Burke, Office of Operations, Supply and Transportation Division

Chaffee, Suzann M., Office of Operations, Supply and Transportation Division

Chapman, Olivia, Passport Office, Washington

Childs Jr., William M., Office of Communications, Programs and Engineering Division

Clark, Shelita A., Office of Comptroller, Finance Office

Coates, Monique Marie, Refugee Programs

Collier, John L., Foreign Service Institute

Cowan, Jacquelyn D., Administrative and Clerical Pool

Cox, Stephen G., Passport Office, Washington

Cunningham, Kimdra L., Office of Comptroller, Finance Office

Cunningham, Phyllis M., Administrative and Clerical Pool

Dal Santo, Mary, Bureau of Administration

Daniel, Ernest H., Office of Comptroller, Finance Office

Daniel, Jacquelyn A., Office of Refugee Programs

Davis, Patricia L., Office of the Secretary

Dolan, Joann, Office of Legal Adviser for Educational, Cultural and Public Affairs

Dudley, Karen Teresa, Passport Office, Washington

Duggar, Janice M., Administrative and Clerical Pool

Edwards, Brenda, Passport Office, Washington

Ellis, Steve Cochran, Office of Operations, Supply and Transportation Division

Essandoh, Rachelle M., Passport Office, Washington

Evers, Stephanie D., Medical Services

Fisher, Paul W., Economic and Business Affairs

Flynn, Barbara A., Economic and Business Affairs, Food Policy Division

Forshee, Karen L., Administrative and Clerical Pool

Garner, Cynthia Ann, Office of the Secretary

Garnett, Jo Ann, Visa Office

Garrett, Berneta J., Administrative and Clerical Pool

Garrison, Keith A., Passport Office, Washington

Giacomin, Maryedna P., Foreign Service Institute

Greene, Maria Antoinette, Passport Office, Records Branch

Haney, Ceresa L., Office of the Secretary

Hebenstreit, Maria Luisa, Office of Operations, Supply and Transportation Division
Hobbs, Mark D., Administrative and Clerical Pool
Holmes, Juanita S., Administrative and Clerical Pool
Holt, Gwendolyn Reenee, Passport Office, Washington
Housley, Gloria Lynn, Office of the Secretary
Hughes, Nancy M., Office of the Secretary
Hyater, Yvette A., Administrative and Clerical Pool
Janicki, Susan E., Inter-American Affairs
Johnson, Angela D., Bureau of Personnel
Johnson, Rosie J., Office of Operations, Supply and Transportation Division
Jones, Lorenzo L., Passport Office, Washington
Keller, Jonathan Francis, Intelligence and Research
Kitchings, Clinton, Passport Office, Records Services
Koffman, Boyd M., East Asian and Pacific Affairs
Koritko, Kathleen A., European Affairs, Northern Europe Office
Lawson, Catherine M., Administrative and Clerical Pool
Leach Jr., Carl Celster, Pouch and Courier Operations
Ledbetter, Lois Anne, Inter-American Affairs, Andean Affairs Office
Lewis, Reese A., Cuban/Haitian Task Force
Loney, Linda Jean, U.S. Mission to UN
Long, Michelle S., Administrative and Clerical Pool
Lozovina, Jo Ann, Administrative and Clerical Pool
Martin, Susan Elizabeth, Office of the Secretary
Mattson, Mary April, Office of Refugee Programs
Maull, Helene E., Inter-American Affairs
McCauley, Lillian Rugena, Passport Office, Records Services
McEachin, Jean, Passport Office, Washington
McGoldrick, Mavreen A., Administrative and Clerical Pool
McHale III, Austin, Office of Comptroller, Finance Office
McIlwain, Theresann, Administrative and Clerical Pool
Meaney, Michael J., Administrative and Clerical Pool
Mehler, Susan P., Administrative and Clerical Pool
Merkle, Melanie L., Foreign Service Institute
Miller, Cathy Denice, Passport Office, Chicago
Minneman, Jill B., Inter-American Affairs
Moose, Manon Paulette, Office of Comptroller, Finance Office
Musseh-Robey, Debra Lee, Office of Refugee Programs
Nagelhout, Martha June, International Narcotics Matters
Nelson, Calvin Jr., Administrative and Clerical

Pool
Neuhard, Jill K., Administrative and Clerical Pool
Noyon, Jennifer C., Intelligence and Research
O'Maley, Jane Marie, Office of the Secretary
Penny, Sandra M., Economic and Business Affairs, International Finance and Development Division
Peterson, Sheryl Lynn, International Narcotics Matters
Phillips, Linda H., East Asian and Pacific Affairs
Pratt, Davida C., Congressional Relations
Pretlow, Rena, Passport Office, Washington
Raicht, Eileen M., Office of the Secretary
Ramsey, Stephen D., Office of the Secretary
Ray, David William, Foreign Buildings Office
Rhames, Patsy, Passport Office, Washington
Richey, Susan A., Politico-Military Affairs
Rinehart, Sydney Marie, Passport Office, Washington
Ruffin, Delois L., Office of Operations, Supply and Transportation Division
Sandloop, Jeanine L., Administrative and Clerical Pool
Schlattman, Laura Anne, Office of Refugee Programs
Schofield, Robin Y., Administrative and Clerical Pool
Schol, Phillip P., Administrative and Clerical Pool
Shepherd, Cheryl Ann, Office of the Secretary
Simpson, Teri L., Office of the Secretary
Sinnicki, Susan M., U.S. Mission to UN
Stetson, Melanie A., Inter-American Affairs
Stevens, Felicia Anne, Economic and Business Affairs, Textiles Division
Stockton, Karen J., Passport Office, Records Services
Swanson, Rosa L., Passport Office, Records Services
Terango, Ivana, Oceans and International Environmental and Scientific Affairs
Thomas, Alana M., Administrative and Clerical Pool
Tunney, Regina E., Administrative and Clerical Pool
Veney, Cassandra R., Near Eastern and South Asian Affairs
Verkilen, Pavla A., Administrative and Clerical Pool
Watkins, Marjorie A., Administrative and Clerical Pool
Watson, Yvonne Marie, Passport Office, Records Services
Weer, Ann N., Administrative and Clerical Pool
Wendell III, Lewis C., Administrative and Clerical Pool
White, Donna V., Administrative and Clerical Pool
Wilhelmi, Nancy L., Medical Services
Williams, Shirley Ann, Passport Office, Records Services
Winovich, John Edward, Foreign Service Institute

Winstead, June A., Administrative and Clerical Pool
Winston, Brenda A., Administrative and Clerical Pool
Wolf, William John, Office of Operations, Supply and Transportation Division

Reassignments

Allison, Carla N., Administrative and Clerical Pool to Oceans and International Environmental and Scientific Affairs
Beale, Pamela M., Administrative and Clerical Pool to Office of Security, Records Services Division
Bridges, Virginia A., Bureau of Personnel to International Organization Affairs
Bryfogle, Karen Lani, Foreign Service Institute Bureau of Public Affairs
Coe, Linda A., Intelligence and Research to Foreign Service Institute
Crockett, Karen G., Office of Security, Records Services Division to Bureau of Administration
Danser, Devon Ann, Medical Services to Bureau of Administration, Office of Overseas Schools
Huilhan, Siobhan R., Administrative and Clerical Pool to Bureau of Personnel
Long Jr., Walter Herbert, Passport Office to Foreign Buildings Office
Mangum, Trilla W., Economic and Business Affairs, Trade Agreements Division to Office of Operations, Facilities Management and Administrative Services
McDonald, Janet M., Office of the Secretary to Office of Under Secretary for Security Assistance, Science and Technology
Mitchell, Joelle Lira, Politico-Military Affairs to Oceans and International Environmental and Scientific Affairs
Pittarelli, Patricia, Consular Affairs to Bureau of Personnel
Schilling, Dawn L., Administrative and Clerical Pool to Office of Operations, Supply and Transportation Division
Vigil, Becky J.D., Administrative and Clerical Pool to Office of Chief of Protocol
Woody, Jennifer M., Administrative and Clerical Pool to Bureau of Personnel

Resignations

Alonso, Juan Candido, Cuban/Haitian Task Force
Alonso, Juan Carlos, Cuban/Haitian Task Force
Altamar, Louis Charles, Cuban/Haitian Task Force
Alvarez, Modesto, Cuban/Haitian Task Force
Aragon, Margaret G., Cuban/Haitian Task Force
Basurto, Ricardo, Cuban/Haitian Task Force
Beauvoir, Marie Rose, Cuban/Haitian Task Force

PERSONNEL: CIVIL SERVICE

Beltran, Luis, Cuban/Haitian Task Force
Boldin, Ann Michele, Cuban/Haitian Task Force
Bone, Thomas William, Cuban/Haitian Task Force
Bornman, Kellie Lynne, Cuban/Haitian Task Force
Borrego, Arnold G., Cuban/Haitian Task Force
Boucard, Edzer, Cuban/Haitian Task Force
Boyer, Toni Harriett, Cuban/Haitian Task Force
Brill, Arthur P., Cuban/Haitian Task Force
Brown, Leslie Renee, Cuban/Haitian Task Force
Bruchesi, Marguerite-Alice, Cuban/Haitian Task Force
Buchanan, Susan H., Cuban/Haitian Task Force
Bunker, Ellen M., U.S. Mission to UN
Caldwell, Katharine L., Cuban/Haitian Task Force
Campa, Ramon L., Cuban/Haitian Task Force
Carosso, Juan Jose, Cuban/Haitian Task Force
Castellano, Fermin B., Cuban/Haitian Task Force
Castro, Ela, Cuban/Haitian Task Force
Chajkowski, James J., Cuban/Haitian Task Force
Cham, Ralph Joseph, Cuban/Haitian Task Force
Chang, Leslie Li-Hsien, Foreign Service Institute
Chapman, Sandra M., Passport Office, Records Services
Clark, Clara D., Cuban/Haitian Task Force
Cohen, Roberta Jane, Human Rights and Humanitarian Affairs, Office of Human Rights
Conn, Peter David, Cuban/Haitian Task Force
Conway, Frederick James, Cuban/Haitian Task Force
Cuvalo, Berislav, Foreign Service Institute
Damas, Antoine Joson, Cuban/Haitian Task Force
Davis, Greer Elaine, Cuban/Haitian Task Force
De La Aguilera, Luis F., Cuban/Haitian Task Force
De Los Rios, Lourdes C., Cuban/Haitian Task Force
De Los Rios, Roberto, Cuban/Haitian Task Force
De Ruffieu, Cellne, Cuban/Haitian Task Force
Del Castillo, Siro, Cuban/Haitian Task Force
Denis, Rita, Cuban/Haitian Task Force
Devera, Marlene J., Office of Security, Los Angeles Field Office
Diaz, Jose, Cuban/Haitian Task Force
Diaz, Julio, Cuban/Haitian Task Force
Dimaria, Josephine, Cuban/Haitian Task Force
Donahue Jr., James L., Passport Office, Washington
Doney, Ruane Elizabeth, Cuban/Haitian Task Force

Douglas, Pamela Michelle, Cuban/Haitian Task Force
Dubon, Rosy, Cuban/Haitian Task Force
Durand, Antonio, Cuban/Haitian Task Force
Eckholm, Erik P., Office of the Secretary, Policy Planning Staff
Elizee, Paul Richard, Cuban/Haitian Task Force
Ellerbe, Arthur Wendell, Cuban/Haitian Task Force
Eno, Frances Rae, Cuban/Haitian Task Force
Erskov, Agnes Margrethe, Foreign Service Institute
Estigo Jr., Francis L., Cuban/Haitian Task Force
Etienne, Peter Edwidge, Cuban/Haitian Task Force
Evans, Bronya, Consular Affairs
Fernandez, Alina M., Cuban/Haitian Task Force
Filson, Sandra D., Medical Services
Fisher, Lenore, Passport Office, Miami
Flores, Freddy H., Cuban/Haitian Task Force
Flores, Roy, Office of Ambassador-at-Large for Mexican Affairs
Font, Benedictina, Cuban/Haitian Task Force
Font, Ruben, Cuban/Haitian Task Force
Fuss, David Allen, International Narcotics Matters
Garces, Rolando Rene, Cuban/Haitian Task Force
Garcia, Esteban, Cuban/Haitian Task Force
Garcia, Hector S., Cuban/Haitian Task Force
Garcia, Jacqueline L., Cuban/Haitian Task Force
Garcia, Obdulia Librada, Cuban/Haitian Task Force
Gavin, Joseph James, Cuban/Haitian Task Force
Gingles, Maria Luisa, Cuban/Haitian Task Force
Govantes, Maria Cristina, Cuban/Haitian Task Force
Gowland, Martha L., Foreign Service Institute
Grubenhoff, Diana Lynn, Cuban/Haitian Task Force
Guerrero, Nieves, Cuban/Haitian Task Force
Guilano, Dorothy Perry, Cuban/Haitian Task Force
Guilano, Guiseppe, Cuban/Haitian Task Force
Heuer, Robert, Cuban/Haitian Task Force
Hypollite Jr., Gilbert, Cuban/Haitian Task Force
Hypollite, Jacqueline, Cuban/Haitian Task Force
Jackson, Georgette, Cuban/Haitian Task Force
Jarmaillo, Kenneth, Cuban/Haitian Task Force
Jarvis, Charles W., Cuban/Haitian Task Force
Jean, Feller, Cuban/Haitian Task Force
Jeffery, Ned, Cuban/Haitian Task Force
Johnson, Geraldine, Cuban/Haitian Task Force
Joseph, Marie M., Cuban/Haitian Task Force
Kanipe, Colleen Ann, Cuban/Haitian Task

Force
Laroche, Jay Emmanuel, Cuban/Haitian Task Force
Latortue, Vertulie A., Cuban/Haitian Task Force
Lawson, Barbara K., Cuban/Haitian Task Force
Ledan, Patrick, Cuban/Haitian Task Force
Lewis, Reese A., Cuban/Haitian Task Force
Lezzano, Nuris T., Cuban/Haitian Task Force
Lichi, Humberto, Cuban/Haitian Task Force
Llaguno, Miriam, Cuban/Haitian Task Force
Llaguno, Tirse, Cuban/Haitian Task Force
Lo Pez, Marta C., Cuban/Haitian Task Force
Lopez, Elsie Marie Jeanne, Cuban/Haitian Task Force
Madureira, Rosa, Cuban/Haitian Task Force
Magee Jr., William G., Bureau of Personnel
Mahoney Jr., Lawrence T., Cuban/Haitian Task Force
Maida, Teri Anne, Cuban/Haitian Task Force
Marks, Andrew H., Office of Special Representative of the President
McCall, Karen C., Office of Refugee Programs
Melbeck, John Joseph, Cuban/Haitian Task Force
Mendelson, Keith Joel, Cuban/Haitian Task Force
Miller, Eugene Daniel, Cuban/Haitian Task Force
Miller, Margot Sutherland, Cuban/Haitian Task Force
Miller, Peter Ames, Cuban/Haitian Task Force
Miranda, Sonia B., Cuban/Haitian Task Force
Mon, Sonia, Cuban/Haitian Task Force
Monares, Aida C., Cuban/Haitian Task Force
Monnet-Trenton, Genevieve, Foreign Service Institute
Moreno, Janice, Cuban/Haitian Task Force
Morrow, Richard J., Cuban/Haitian Task Force
Mothie, Joelle, Cuban/Haitian Task Force
Neblett, Evalyn Carolyn, Cuban/Haitian Task Force
Nichols, David Arthur, Cuban/Haitian Task Force
Nicoleau, Hardy, Cuban/Haitian Task Force
Nicoleau, Yves, Cuban/Haitian Task Force
Nimetz, Matthew, Office of Under Secretary for Security Assistance, Science and Technology
Noel, Solange, Cuban/Haitian Task Force
O'Kane, Eileen H., Overseas Citizens Services
O'Keefe Jr., Charles B., Cuban/Haitian Task Force
Page, Barbara J., Cuban/Haitian Task Force
Pappalardo, Angelo Jean, Cuban/Haitian Task Force
Paz, Javier, Cuban/Haitian Task Force
Pena, Esperanza, Cuban/Haitian Task Force
Petit, Constant, Cuban/Haitian Task Force
Phillips, Frank H., Cuban/Haitian Task Force
Piloto, Carlos J., Cuban/Haitian Task Force
Porter, Patricia Ellen C., Cuban/Haitian Task Force
Powell, Joan Marie, Passport Office, New Orleans

Quintana, Matilde G., Cuban/Haitian Task Force
Quirantes, Lourdes, Cuban/Haitian Task Force
Rada, Ernesto Felix, Cuban/Haitian Task Force
Rameau, Marie Jose, Cuban/Haitian Task Force
Rey, Marylin M., Cuban/Haitian Task Force
Riffe, Sherri Ann, Office of Comptroller, Finance Office
Rivera, Mario Antonio, Cuban/Haitian Task Force
Robbins, Kay Louise, Foreign Service Institute
Robinson, Marsha E., Passport Office, Detroit
Rodriguez, Ileana, Cuban/Haitian Task Force
Rodriguez, Juan M., Cuban/Haitian Task Force
Rodriguez, Miguel Angel, Cuban/Haitian Task Force
Rodriguez, Miguel Angel, Cuban/Haitian Task Force
Rojas, Sandra Margarita, Passport Office, Miami
Rolls, Hallet D., Passport Office, New Orleans
Romero, Salvador A., Cuban/Haitian Task Force
Ross, Kimball, Cuban/Haitian Task Force
Rouco, Ana Cecilia, Cuban/Haitian Task Force
Rudd, Marie-Franceline, Foreign Service Institute
Rush, Kelly Jean, Oceans and International Environmental and Scientific Affairs, Office of Marine Science and Technology Affairs
Ryan, Debra A., Bureau of Personnel
Scharf, Maria Luz, Cuban/Haitian Task Force
Schroeder, William Anthony, Office of Refugee Programs
Shaak, David, Cuban/Haitian Task Force
Smith, Candace Lynn, Cuban/Haitian Task Force
Smither, Robert, Cuban/Haitian Task Force
Solano, Gloria L., Cuban/Haitian Task Force
Soza, Norma Socorro, Cuban/Haitian Task Force
Stafford, David F., Cuban/Haitian Task Force
Stark, Lawrence J., Cuban/Haitian Task Force
Straus, Hindell F., Cuban/Haitian Task Force
Suevo, Christina Theresa, Cuban/Haitian Task Force
Sutton, Barbara E., Cuban/Haitian Task Force
Swarm, William Robert, Cuban/Haitian Task Force
Tabasky, Errol S., Passport Office, Miami
Tamayo, Pedro A., Cuban/Haitian Task Force
Tarajano, Juan Jose, Cuban/Haitian Task Force
Tashman, Helena Maria, Cuban/Haitian Task Force
Taylor, Barbara Darmstadt, Cuban/Haitian Task Force
Taylor, Joyce Lynette, Cuban/Haitian Task Force
Torres, Julio, Cuban/Haitian Task Force
Toth, Agnes B., Passport Office, Stamford

Valdes, Carmen, Cuban/Haitian Task Force
Valdes, Jose Antonio, Cuban/Haitian Task Force
Vazquez, Joe, Cuban/Haitian Task Force
Vega, Nestor, Cuban/Haitian Task Force
Wagner, Gunther O., Cuban/Haitian Task Force
Walker, Mary Anne, Cuban/Haitian Task Force
Weinstein, Lee Howard, Cuban/Haitian Task Force
Wentz, Melanie Kuhlman, Cuban/Haitian Task Force
White, Carlton Philip, Cuban/Haitian Task Force
Woolsey, Jere, Cuban/Haitian Task Force
Yacintke, Ginette, Cuban/Haitian Task Force
York, Paul Nicholas, Cuban/Haitian Task Force
Young-Hill, Claudia Anne, Cuban/Haitian Task Force

Retirements

Bell, Paul C., Office of Operations, Facilities Management and Administrative Services
Carter, Joseph H., Foreign Service Institute
Contee, John R., Office of Operations, Foreign Affairs Information Management
Fisher, Edwin J., Passport Office, Miami
Green, James F., Office of Operations, Facilities Management and Administrative Services
Gregory, Annie P., African Affairs
Onley, Sarah E., Consular Affairs
Pennix, Eleanor V., Passport Office, Washington
Riveraborras, Crucita, Office of Operations, Facilities Management and Administrative Services
Rolark, Ross B., Office of Operations, Supply and Transportation Division
Stroman, Mary E., Bureau of Public Affairs, Office of Public Programs. ■

New life insurance: March 31 is deadline

Employees must sign up by March 31 if they wish to be covered under the new, improved U.S. life insurance program. During the open season, which began March 1, they may select basic coverage as well as three optional types of insurance.

Enrollment forms (SF-2817) and information on premiums may be obtained from personnel or administrative offices. If an employee does not submit the form by the deadline, s/he will automatically be given basic coverage only.

Under a law (P.L. 96-427) recently passed by Congress, a new package is being offered:

Basic life

—Amount: coverage equal to annual basic pay (rounded to next \$1,000), plus \$2,000.

—Extra benefit, effective October 1981: for employees under age 36, the extra benefit doubles the amount payable. For employees age 36 through 44, the extra benefit reduces 10% per year.

—Accidental death and dismemberment: coverage equal to the basic insurance amount.

—Government pays one-third of the cost.

—For each \$1,000 of basic insurance, the amount of withholding from the employee's pay is 24 cents biweekly, or 52 cents monthly.

—The employee must enroll for basic life insurance in order to enroll for one or more of the optional types of insurance.

Option A—Standard

—Life insurance coverage of \$10,000.

—\$10,000 accidental death and dismemberment coverage.

Option B—Additional

—The employee may choose additional life insurance coverage equal to one, two, three, four or five times his or her annual basic pay (after basic pay is first rounded to the next \$1,000).

Option C—Family

—For the first time, the employee can elect life insurance coverage on his or her spouse and all eligible family members. The withholding will cover them all. It will also permit the employee to fill in the gap that many find in their total insurance package. This coverage provides the employee's unmarried dependent children under age 22 (including legally adopted children and stepchildren) and unmarried dependent children age 22 and over who are incapable of self-support because of a mental or physical disability which existed before age 22.

—Amount of coverage: spouse—\$5,000; each child—\$2,500. □

Personnel: Foreign Service

New appointments

Blake, Robert A., Medical Services
Blake, Stephen J., Junior Officer Corps
Brown, Janice Maes, Bonn
Dell, Christopher W., Junior Officer Corps
Glanville, Doreen T., Junior Officer Corps
Hebron, Theresa A., Junior Officer Corps
Hedges, William L., Cairo
Herold, Richard Arthur, Junior Officer Corps
Holley, Robert M., Junior Officer Corps
Jansen, Sue S., Tegucigalpa
Leahy, W.P., Junior Officer Corps
Lee, Edward A., Junior Officer Corps
Mishler, Jane Elizabeth, Santo Domingo
Paschyn, Bohdan Y., Office of Inspector General
Schiveley, Lynn Roger, Junior Officer Corps
Soucy, Marie White, Caracas
Taylor, Kurt Leslie, Vienna

Transfers

Adams, Bruce, Office of Communications, Programs and Engineering Division to Accra
Alexander, Leslie M., Foreign Service Institute to Madrid
Alfrich, Rose F., Near Eastern and South Asian Affairs to Islamabad
Austin, Kenneth E., Jamaica to Abidjan
Barbieri, Albert F., Visa Office to Rome
Becerra, Debra P., Bureau of Personnel to Lagos
Behrend, Richard Warren, Norway to Inter-American Affairs
Behrens, James E., Monrovia to Office of Communications
Benson, Robert O., London to Curacao
Bergin, Robert C., Nairobi to African Affairs
Berube, Annette M., Hong Kong to Politico-Military Affairs, Office of Munitions Control

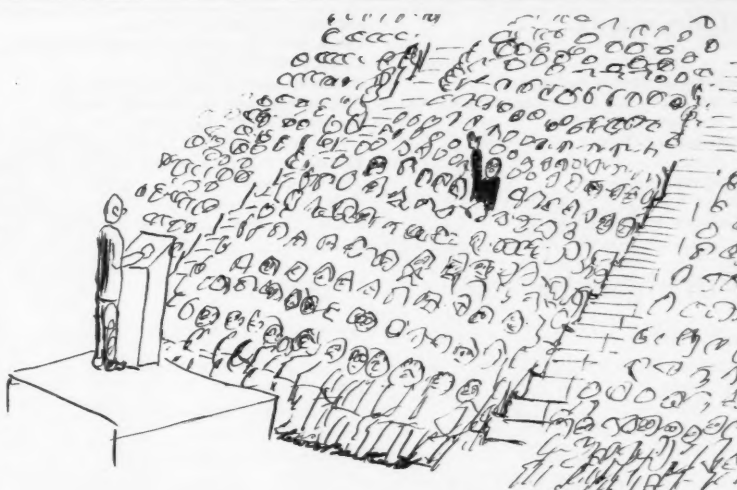
Berwick, Walter M., Caracas to Kingston
Bollmann, Elizabeth B., Jakarta to Lima
Boshoven, Nancy, United Kingdom to Office of the Secretary
Burk, Barbara E., Senegal to Banjul
Cadena, Priscilla L., Inter-American Affairs to Panama
Campbell, Sandra J., Junior Officer Corps to Monterrey
Casperino, Ralph A., Wellington to Office of Refugee Programs
Cavin, Guyle E., Kingston to Lyon
Chiocco, Ralph D., Stockholm to Havana
Collins, Richard Paul, Foreign Service Institute to Bonn
Cottini, Louisa A., European Affairs to Vienna
Crocker, Ryan Clark, Iraq to Beirut
Der Haag, Linda D., Yaounde to African Affairs
Doig, Marvin T., Hong Kong to Manila
Dorrance, John C., Human Rights and Humanitarian Affairs to Bonn
Doughty, Lynn O., Leningrad to Dakar
Dubbs, Michael J., Inter-American Affairs to Tegucigalpa
Duncan, Ivy Ruby, Guinea to Mexico
Duncan, Kenneth A., Philippines to Paris
Egger, Philip Hughes, Junior Officer Corps to Maracaibo
Faux-Gable, Laura P., Yaounde to Douala
Fields, David C., Islamabad to London

FOREIGN SERVICE INSTITUTE—Graduates of the Foreign Service secretarial training program, with members of the faculty, are, last row, standing, left to right: *Virginia Smith, Loretta Young, Marian Gable, Paula Narcavage, Phyllis Jacobs, Denise Hampton, Susan Schwalbe, Beth Johannes, Karen Collins, Marsha Nelson, Jacqueline Carter,*

Jessie Colson. Second row: *Carole Reams, Rose Pearl, Penelope O'Brien, Geraldine McNeil, Floraida Cortez, Doris Sirabian, Robin Welker, Ben Acton, Barbara Maloney, Peggyann Moore, Jo Ann Kula, Frances Troup.* Center, left to right: *Donna Garrett, Margaret Heckman, Lilly Holmes, Janet Seng, Eunice Edwards, Sandra Hartley.*



Fulgham, Frank M., Yokohama to Tokyo
Gambrell, Bobby J., Office of Communications to Sao Paulo
Geraghty Jr., William J., Office of Communications to Tel Aviv
Glevanik, Gregory S., Athens to European Affairs
Godfrey, Ruth W., Geneva to Belgrade
Graham, John R., South Africa to Bureau of Personnel
Grenier, Robert L., Near Eastern and South Asian Affairs to Rabat
Harrison, Jerome P., Department of Commerce to Khartoum
Harvey, Mary Lou, Beijing to Brussels
Harwood, Douglas James, Milan to Office of Refugee Programs
Helm, John W., Quito to Foreign Buildings Office
Hemmings, A.B., Calcutta to New Delhi
Hogan, Michael J., Consular Affairs to Caracas
Holmes, Richard A., Politico-Military Affairs to Jakarta
Holsey, Leonard J., Bureau of Personnel to Vancouver
Horowitz, Herbert Eugene, Department of the Treasury to Sydney
Inskip, Eleanor Terry, Mexico to Montreal
Johnson, Aaron W., New Delhi to Monrovia
Jung, Elizabeth M., Communications Center to Paris
Kane, Marian Ann, Managua to Seoul
Kilgas, Bertha M., Italy to Kathmandu
Kinsman, N. Richard, Kingston to Inter-American Affairs
Kiselyak, Charles A., Hamburg to Stuttgart
Klinefelter, Bonnie E., Office of Communications to Kinshasa
Kwiatkowski, John E., Arms Control and Disarmament Agency to London
Laatsch, Allwyn A., Office of Communications, Security Division to Lagos
Leibengood, Paul C., Office of Security, Washington Field Office to Beirut
Maher, Peter S., Southern African Affairs to Bissau
Marsh, Marcia M., Inter-American Affairs to La Paz
Massey, Mark S., African Affairs to Nairobi
McClelland, Donna C., Bureau of Personnel, European Assignments to London
McMann, Catherine, USSR to London
Medina, Georgia M., Inter-American Affairs to Lima
Meigs, Michael Andrew, Oran to Quito
Meskimen, Donald M., Philippines to Monrovia
Miles, Chiyo Mae, London to Tokyo
Moe, Alan W., Bucharest to Brasilia
Montgomery, Diana M., Department of Commerce to European Affairs
Moran, James B., East Asian and Pacific Affairs to Beijing
Morgan, Thomas J., International Organization Affairs to La Paz
Newnham, Edward A., Paris to The Hague



"Sir, with regard to our current foreign policy toward diplomacy in southeast Asia—if I am assigned there, can I take my mother-in-law?"

Nix, John U., Foreign Service Institute to Nicosia
Norton, Donald E., Copenhagen to Addis Ababa
Olson, James M., Moscow to Vienna
Painter, Wayne V., Monrovia to Office of Communications
Palmer, Georgia M., African Affairs, Economic Policy Staff to Mogadishu
Pingree, Michael M., Algiers to African Affairs
Pitman, Chalmers E., Ankara to Pretoria
Poston, Travis B., Office of Communications to Kingston
Powers, Brian W., Pretoria to Kinshasa
Rau, Donald E., Australia to East Asian and Pacific Affairs
Rice, Diane B., Islamabad to Manila
Ritchie, John Alexander, Peru to Inter-American Affairs
Robinson, Ronald Sinclair, Junior Officer Corps to Guatemala
Rohn, Douglas Carl, Santo Domingo to Asuncion
Sikes, Joseph T., London to Office of Refugee Programs
Smith, Elaine B., Mexico to Guatemala
Smith, Richard A., Inter-American Affairs to Managua
Steinfeld, Andrew W., Junior Officer Corps to Kuwait
Sturges, Dorothy, European Affairs to Zagreb
Suehovicz, Martin P., Office of Communications to Managua
Thomas, Mary Jane, Mexico to Oslo
Verschuur, Jan B., Special Domestic Assignment Program to Ottawa
Wall, Marc M., Department of Commerce to Salisbury
Walton, Sharon F., Vientiane to Monrovia

White, Janet E., Rabat to Brussels
White Jr., Floyd L., Amman to Office of Communications
Wilcoxon, Frances L., Kinshasa to Manila
Williams, Howard F., East Asian and Pacific Affairs to Canberra
Wilson IV, Joseph Charles, African Affairs to Pretoria
Womack, Homer L., USSR to Paris
Woo, Brian C., San Salvador to Passport Office, Honolulu
Yuhasz, Raymond Alexander, South Africa to Bureau of Personnel

Resignations

Anderson, Leona M., Tokyo
Bardziak, Francis W., Tel Aviv
Bennett, John T., Faculty Adviser
Benzel, John H., Paris
Berger, Samuel R., Office of the Secretary, Policy Planning Staff
Clark, Monique L., Yaounde
Fasullo, Guty, San Jose
Fogertey, Roberta A., Office of Security, Washington Field Office
Goheen, Robert F., New Delhi
Grover, Mary M., Hamilton
Hilliard, Benjamin C., Inter-American Affairs
Jansen, Sue S., Tegucigalpa
Keller, Minerva T., Geneva
Miller, William F., Stuttgart
Pasos, Lydia R., Mexico
Renn, Bernice C., Bureau of Personnel
Seyster, James G., Bureau of Personnel
Tripp, Maryann Evans, Manila
Van Nooten, Errol E., Office of Security, Washington Field Office
Walsh, John B., NATO

Retirements

Alexander, Joseph N., Monrovia
Amott, John C., Classification/Declassification Center
Aylward Jr., Paul L., Department of Commerce
Bergman, Paul M., AID
Bulfo, J. Leonard, Vancouver
Garrison, Mark J., Moscow

Hartman, Richard S., Monrovia
Lewis, Reese A., Office of Refugee Programs
Lucas, Robert T., Manila
Missibeck, James W., Office of Security
Richardson, John W., Office of Security
Rosetti, Joseph E., Office of Security, Domestic Operations Division
Simms, John W., Bureau of Personnel, Board of Examiners
Sullivan, John J., Bureau of Personnel
Wrobel, Florence J., Inter-American Affairs □

Appointment as FSO-5, consular officer, and secretary

*Kenneth R. Audroué

Appointment as FSO-6, consular officers, and secretaries

Robert L. Fretz
Sally L. Harman
Constance Elaine Huggins
Stephen W. Kennedy
Lisa Ruth Layne
William T. Monroe
Ronald W. Mortensen
Roger Dwayne Pierce
David Francis Rogus
Edward J. Wehrli

Foreign Service nominations

The Senate confirmed the following nominations on February 26:

Appointment as FSO-2, consular officer, and secretary

*John H. Trattner

Promotion from FSO-3 to FSO-2

Dwight N. Mason

Promotion from FSO-4 to FSO-3

Ray L. Caldwell

Promotion from FSO-5 to FSO-4

Margot Ellen Reiner

Appointment as FSO-4, consular officers, and secretaries

Oliver Pastrano Garza
G. Jonathan Greenwald

Promotion from FSO-6 to FSO-5

Donald Keith Bandler
Francis Edward Matthews

****Members of the Foreign Service to be consular officers and secretaries**

Alan B. Ammerman
Kay L. Anske
Richard Hanson Appleton
Marshall F. Atkins
Heidi August
Susan I. Aulds
Algis Avizienis
Desirée A. Baker
Jeffrey Jay Baron

*Converting from Foreign Service information officer.

OFFICE OF INSPECTOR GENERAL—
Upon his retirement, inspector general **Robert C. Brewster**, left, receives plaque from deputy inspector general **Richard K. Fox**. In center is **Mrs. Brewster**.





LONDON—William E. (Nick) Carter, right, local investigator for the embassy's regional security office, is presented U.S. Secret Service award by Hal Thomas, agent-in-charge, Paris, for "support rendered over the years."

James Warren Bean
 Milton A. Bearden
 Bartholomew B. Bechtel Jr.
 James Howard Benson
 Gale Ellen Berghoefer
 John L. Bernsten
 Carlos Bigles Jr.
 Stephen J. Blake
 Robert Walter Boehme
 Betty I. Boothe
 Pamela E. Bridgewater
 Steven Alan Browning
 Frances E. Butler
 Martha Larzelere Campbell
 Xavier Castellanos
 Mary Paul Smith Cherney
 Richard Jon Chidester
 Karen R. Clark
 Lawrence Ellis Cohen
 Margaret E. Colvin

Robert S. Connan
 Christopher D. Costanzo
 Elizabeth Link Cummings
 Terrence J. Daru
 William Craig Davidson
 William Fairbairn Davnie III
 Christopher William Dell
 Marc L. Desjardins
 Richard Gaines de Villafranca
 Philo L. Dibble
 Paul Martin Doherty
 Bruce Edward Donnelly
 Mary Ann Dubs
 Anthony A. Dudley
 Carmen Martinez Ellis
 Janice L. Elmore
 James F. Entwistle
 Michael R. Evans
 Teresa Matthews Evans
 Gardel MacArthur Feurtado
 Sharon K. Flack
 William D. Fleming
 William Payne Francisco III
 Roger Alan Frazier
 Jack P. Gatewood
 John M. Gieseke
 Doreen Tam Glanville

George Allen Glass
 Ellen Goff
 Ted K. Gong
 David Laurence Gossack
 Diane Granzow
 Todd Richard Greentree
 Robert L. Grenier
 Eva Jane Groening
 Eigil V. Hansen
 Mary-Margaret Harris
 Joe H. Harton
 Theresa Ann Hebron
 Carol C. Heineck
 Richard Arthur Herold
 Steven Don Hill
 Heather M. Hodges
 Robert Michael Holley
 Lyman L. Hubbard Jr.
 Clarence Alexander Hudson Jr.
 Ravic Rolf Huso
 Maria M. Ifill
 Dennis W. Irwold
 Paul W. Isaacson
 Peter Kincaid Jensen
 Frances Thornton Jones
 James C. Kaddaras Jr.
 Ann Midori Kambara

PERSONNEL: FOREIGN SERVICE



BANGKOK, Thailand—Ambassador *Morton I. Abramowitz* presents meritorious honor award to Foreign Service national staff of budget and management office. From left, first row: the ambassador, *Prayut Sethabutr*, *Sangchanchai Sanguansuk*. Second row: *Surindr Limpachoti*, *Sunthorn Kuhnityakorn*, *Kimlan Kitkamhang*, *Prakongsiri O-Charoen*, *Utumporn Vanasuntakul*, *Sumeth Sumethikul*, *Chan Thirayuth*, *Udom Virulhakul*, *Adul Sumraulrean*.

James R. Keith
 William M. Kendall-Johnston
 Kristie Anne Kenney
 Michael David Kirby
 Peter J. Kirsch
 Richard E. Kitchen
 Anne M. Koenig
 Howard M. Krawitz
 Kay R. Kuhlman
 Charles F. Lamm
 Kathleen Carr Lang
 Wade P. Leahy
 Edward Alex Lee
 Frank M. Lemay
 Robert L. Luaces
 Paula Reed Lynch
 Margaret E. Lyons
 Paul T. Maddocks
 George Stephen Malleck
 Steven Scully Maloney
 Matthias Manz
 Linda Anne Marcus
 Robert Nielsen Marquardt
 Awilda R. Marquez
 Marcia M. Marsh
 Valentino E. Martinez
 Glenn Lincoln McCurdy Jr.
 Joseph Sherwood McGinnis Jr.
 Craig W. McKee
 Robert W. Merrigan
 Donnie Paul Minyard

Lawrence Mire
 Ernesto López Molina Jr.
 Ann Clark Montgomery
 Katherine R. Montgomery
 Héctor Emilio Morales Colón
 Kathleen Murphy
 Patricia A. Murphy
 Joseph Adamo Mussomeli
 Nancy Jeanne Neubert
 Douglas Bruce Neumann
 W. Ross Newland
 Bradley D. Nichols
 Janet Mildred Nixon
 Richard B. Norland
 Harry John O'Hara
 Dennis J. Ortblad
 Thomas Stephan Pabst
 Mary Johnson Parr
 Patricia Blanche Payne
 Isaac P. Pearson
 Walter Neill Sherrod Pflaumer
 Eric L. Qualkenbush
 Carlos Kenneth Quinones
 Jacqueline Ratner
 Frank Rey Jr.
 Lloyd Macauley Richardson
 Charles E. Robertson III
 Carol Ann Rodley
 Catherine Anne Rolla
 Mario Ruggia
 Douglas Poe Ryan
 Susan Elizabeth Salem
 Jamari Salleh
 Robert M. Sargent
 David Michael Satterfield
 Fabio Marino Saturni
 Lynn Roger Schiveley
 Kyle R. Scott
 Robert Hayes Seibold
 Michael D. Sellers
 Richard Morey Sherman
 Marc J. Sievers
 Theodore John Słusarczyk Jr.
 Robert H. Small

Renny Travers Smith
 Thomas James Snead
 George G. Snider Jr.
 Patty Lynne Specht
 John V.G. Spilsbury
 Ann L. Stanford
 Andrew W. Steinfeld
 Antonia E. Stolper
 Judith Anne Strotz
 Vandoster L. Tabb
 Robert Osgood Tatge
 Holcombe Harper Thomas Jr.
 Cameron S. Thompson
 Nadia Tongour
 Craig Stuart Tymeson
 Frank C. Urbancic Jr.
 Paul Biggs van Son
 Sharon English Woods Villarosa
 Joan Swift Wadelton
 Lawrence Arthur Walker
 Robert Merwin Watts Jr.
 Eric R. Weaver
 David Alan Weiss
 Elizabeth Wilcox
 Alec Wilczynski
 Gary B. Wilkinson
 Robert Eric Williams
 Barney P. Yun
 James Peter Zumwalt

****Members of the Foreign Service to be consular officers**

Robert L. Graninger
 Carroll G. Hoilman
 Rudy G. Jackson
 Robert C. Montoya

****Members of the Foreign Service to be secretaries**

John C. Fry
 Frank M. Fulgham
 Richard W. Getzinger
 Marion-L. Kellogg
 Joseph LaPalombara
 James L. Malcomson

Gerald H. Zarr

*****Members of the Foreign Service to be consular officers**

Carolyn I. Carr
Robert Edward Jacobson Jr.
Ruth S. Taylor
Mary F. Witt
Charles B. Woodward Jr.

**These officers were described in their

nominations as Foreign Service Reserve officers but, in accordance with the new Foreign Service Act, their description for attestation was "members of the Foreign Service."

***These officers were described in their nominations as Foreign Service Staff officers but, in accordance with the new Foreign Service Act, their description for attestation was "members of the Foreign Service." □

Bruce Keeling
James J. Kessinger
Nancy Faye Lees
Michael Libenson
Roderick C. Mackler
Gail D. Mathieu
Robert T. McMahan
Wayne E. Miele
Gillian Milovanovic
Robert A. Mosher
William G. Perett
Janet Petronis
Michael C. Polt
Nancy Jo Powell
Thomas L. Price
Gary C. Pritchard
Lawrence K. Robinson
Peter F. Romero
Judith A. Ryan
Steven A. Saboe
John Schmidt
Katherine Schwerine
Baldwin P. Scogna
Gail P. Scott
Jack D. Segal
Michael J. Senko
Virginia Sher
Cynthia Smith
Stephanie A. Smith
Douglas G. Spelman
Michael Strachan
Sandra Taylor
C. Frederick Troy
Lynn J. Turk
William Warren
Ernestine Wilson
Laurence D. Wohlers □

Commissioning and tenure

The Foreign Service Commissioning and Tenure Board (November-December session) has recommended 67 officers in Class 6 for career tenure:

Charles R. Allegrone
Donald B. Andrus
Phillip P. Antokol
Lewis R. Atherton
Robert O. Benson
Donald E. Booth
Bruce A. Brown
James L. Bruno
David R. Burnett
Thomas A. Cadogan
Raymond E. Clore
Steven J. Coffey

Kathleen M. Daly
Mark G. Davison
Frank H. Day
Charles L. English
Ben F. Fairfax
Thomas A. Farrell
Michael B. Flaherty
Anne M. Galer Ryan
William H. Griffith
Charles J. Hall
John M. Hall
Suneta Lynn Halliburton
Dennis P. Harrington
Norman S. Hasting
Robert J. Higgins
Christopher R. Hill
Larry D. Huffman
David T. Johnson

INTER-AMERICAN AFFAIRS—Ambassador *Gale M. McGee*, left, permanent representative to the Organization of American States, with Mr. and Mrs. *Francis M. Starrs* at Mr. Starrs' retirement ceremony.





PONTA DELGADA, Azores—*Ruth S. Matthews*, principal officer, presents braille watches to two blind children at Centro de Educacao Especial dos Acores.

52 take oath as Foreign Service officers

Fifty-two new Foreign Service officers were sworn in on January 7. The class includes 19 persons starting their careers as consular, 16 as political, 11 as administrative, and 6 as economic/com-

mercial officers. Members of the class are:

Kay L. ANSKE, Stephen J. BLAKE, Betty I. BOOTHE, Steven A. BROWNING, Mary Paul CHERNEY, Margaret E. COLVIN, Terrence J. DARU, William F. DAVNIE, Christopher W. DELL, Marc L. DESJARDINS, Paul M. DOHERTY, Mary Ann DUBS, James F. ENTWISTLE, Teresa L. (MATHEWS) EVANS, William P. FRANCISCO III, Doreen T. GLANVILLE, George A. GLASS, Theresa A. HEBRON, Richard A. HEROLD, Robert M. HOLLEY, Lyman L. HUBBARD Jr., Clarence A. HUDSON Jr., William M. KENDALL-

JOHNSTON, Wade P. LEAHY, Edward A. LEE, Frank M. LEMAY, Robert L. LUACES, George S. MALLECK, Steven S. MALONEY, Linda A. MARCUS, Valentino E. MARTINEZ, Joseph S. MCGINNIS Jr., Katherine R. MONTGOMERY, Patricia Ann MURPHY, Dennis J. ORTBLAD, Jacqueline RATNER, Catherine Anne S. ROLLA, Mario RUGGIA, Susan E. SALEM, Jamari SALLEH, Lynn R. SCHIVELEY, Richard M. SHERMAN, Marc J. SIEVERS, Renny Travers SMITH, John V.G. SPILSBURY, Judith A. STROTZ, Vandoster L. TABB, Craig S. TYMESON, Frank C. URBANCIC, Sharon E.W. VILLAROSA, Alec P. WILCZYNSKI, James P. ZUMWALT. □

Quito FSN has been on job 35 years

Hugo Jurado, a Foreign Service national employee, recently celebrated his 35th year of U.S. Government service in the Embassy Quito consular section. In 1946, after serving for more than three years with the wartime Defense Supplies Corp., he began work as an embassy consular assistant.



Mr. Jurado

Since 1970, he has specialized in passport and citizenship services. Currently, he is assigned to the American Citizen Services section.

Mr. Jurado has served under 11 ambassadors and with more than 50 consular officers. He says he plans to retire in 1982. □

Regulations are adopted on retirement benefits

The Department has adopted regulations, effective February 15, spelling out changes in the Foreign Service Retirement and Disability System that provide benefits for spouses and former spouses of participants in the system, and of certain former participants. The text of the new regulations, which grow out of the Foreign Service Act of 1980, was published in the Federal Register of February 19, starting on Page 12957. They impose certain notification requirements on Foreign Service employees, former employees and their former spouses.

A draft of the regulations had appeared in the Federal Register of January 15, and interested persons were invited to comment. But as of February 10, no comments had been received. Written comments arriving after the deadline will be considered at a later time as possible amendments. As a result of management review during this period, four substantive changes were made in



the January 15 draft.

Those seeking information should contact Gertrude Wiekoski, chief, Retirement Division, Bureau of Personnel, Department of State,

BERLIN— U.S. minister *David Anderson*, left, and *Debbie Green* pin sergeant stripes on *Paul Green*, duty driver.

telephone (202) 632-9315. ■

Bureau Notes

Secretary's Office

SECRETARY HAIG, accompanied by MRS. HAIG, attended the funeral of the late Gov. ELLA GRASSO in Hartford, Conn., February 9. That evening he addressed the National Conference of Christians and Jews, in New York. Traveling with him were JAMES BUCKLEY, under secretary designate for security assistance, science and technology; DAVID KORN and KEITH SCHUETTE, special assistants; Major DAVID M. MERHAR, aide to the Secretary; and WILLIAM DYESS, acting spokesman.

The ambassador-at-large for liaison with state and local governments, W. BEVERLY CARTER, retired from the Department on January 18 and took a position in private industry. Acting coordinator DAVID H. SHINN met with Mayor COLEMAN YOUNG in Detroit, and visited the Center for International Transportation Exchange in East Lansing, February 10-11. JOHN H. KELLY, director of the Secretariat Staff, left to be the new deputy executive secretary in the Executive Secretariat. The new director of the secretariat Staff is ALVIN P. ADAMS, from the Bureau of Economic and Business Affairs, effective February 9. SUZANNE PAYNE, from the Bureau of East Asian and Pacific Affairs, joined the Secretariat Staff on February 9. E. ANTHONY WAYNE was reassigned to the Office of the Secretary on January 21, as a special assistant. During January 18-25, DONALD HAYS and ANITA MUELLER went with former SECRETARY VANCE, BEN READ, and SHELDON KRYS and State doctors to Germany to prepare for the release of the hostages. GARY MATTHEWS has assumed the position of executive assistant to the under secretary for political affairs.

Family liaison officers MARILYN HOLMES, GINNY TAYLOR and SUSAN

McCLINTOCK provided several briefings during January and February for Air Force and Army officials and dependents interested in setting up family-support programs in their own services. The Family Liaison Office director, Ms. Holmes, attended the Bureau of African Affairs' administrative officers conference, February 2-6, in Nairobi, Kenya, and briefed the group on the role of the Family Liaison Office.

Mr. Haig has appointed the following persons to his immediate staff: SHERWOOD GOLDBERG, executive assistant; MURIEL HARTLEY, assistant to the Secretary; Mr. Wayne, special assistant; JOYCE NESMITH, confidential assistant to the executive assistant; LORA SIMKUS, secretary; RICHARD L. BALTIMORE III, special assistant; PAT McKEE, staff assistant; ELIZABETH (BETTY) GASTON, secretary; JACQUELYN HILL, secretary; NADINE BONNIE ROBERTS, secretary; Mr. Schuette, special assistant; HARVEY SICHERMAN, special assistant; JOHN TILLER, special assistant; and Mr. Korn, special assistant. □

Administration

OFFICE OF COMMUNICATIONS

Deputy assistant secretary STUART E. BRANCH visited Embassy Monrovia, February 2-4, and Embassy Nairobi, February 4-12. While in

TRANSPORTATION DIVISION—New York despatch agent *Reid Collins* accepts plaque from *E. Parks Olmon*, chief of the Transportation Division, commemorating 150th anniversary of the U.S. Despatch Agency in New York. From left are former despatch agent *John J. Pulaski*, Mr. Collins, Mr. Olmon and *David E. L'Heureux*, division director.



Nairobi, Mr. Branch participated in the administrative officers conference and in the communications programs officers conference, which the Office of Communications hosted. ROBERT RIBERA, chief of foreign operations, visited Brasilia, Rio de Janeiro and Lima, to review the communications programs and to brief communications personnel on current programs and projects. JOSEPH HAZEWSKI, operations officer for the African area, traveled to Embassy Nairobi to attend the communications programs officers conference. Afterward, he visited several African posts. Regional communications programs officer WILLIAM E. BISCHOFF traveled to Ottawa, Montreal, Toronto, Winnipeg, Calgary and Vancouver, to conduct communications consultations and surveys.

The following personnel changes were effective on the dates indicated: On February 2 PETER GREGORIO became the office's representative on the Diplomatic Telecommunications Service's Requirements Staff. On February 2 KENNETH LOFF assumed the duties of special assistant, replacing LOUIS CORRERI, who retired in November. On February 17 BENJAMIN JACKSON became the new operations officer for the Near Eastern and South Asian area. On March 9 WILLIAM WEATHERFORD was to assume the duties of operations officer for the East Asian and Pacific area. New employees in the Programs and Engineering Division are BRENDA FERRY, secretary, and TIMOTHY OSLIN, communications electronics officer, who came from the Air Force. Personnel transferring into the division included DAVID LINDSTROM, from Kinshasa, and JAMES PARKER, from the Security Division. Departing on new assignments were GARY ALLEY, to the Foreign Service Institute; KENNETH FERGUSON, to the Security Division; BRUCE ADAMS, to Accra; DENNIS SEVERNS, to Accra; CHARLES TULLIUS, to New Delhi; and DANIEL BAITH, to Karachi, where he will serve as senior supervisory technician.

The Training Division's field instructors, who were on temporary duty assignments relating to Terminal Equipment Replacement Program installations, included RICHARD HOFFER, to the U.S. mission to the United Nations, New York; ROBERT ROBINSON, to Paris; CARL MATTHEWS, to Bern and Paris; and MANUEL VALDEZ, to Abidjan. GEORGE JACOBSEN of the Training Staff recently returned from an eight-week instructor assignment to Dar es Salaam and Nairobi. THOMAS BELL attended an instructor training course at Goodfellow Air Force Base, Tex. Instructors JOHN MAYSA, EMMETT O'BRIEN, GARY BOBBITT, ROBERT ROBINSON and CARL MATTHEWS attended a one-week seminar at the Atlantic Research Corporation, in Alexandria. Field personnel visiting on consultation were: DENNIS STARR, Addis Ababa to Jakarta; HUGH MARKETTE, Istanbul to Madrid; THOMAS SANDERSON, Port of Spain to Moscow; RUDY SZABADOS, Nouakchott to Port au Prince; JAY CLIFTON, Paris to Bujumbura; and RICHARD



BONN—George Sura, center, of the Regional Communication Programs Office, receives a Superior Honor Award. George B. Green, left, and Jerry R. Pace, of the same office, receive Meritorious Honor Awards. (Photo by Helmut J. Wolf)

ABER, Melbourne to Brussels. Completing communications training courses were: JOHN LEMANDRI, Nouakchott; RICHARD STEPHENS, New Delhi; WILLIAM TONER, London; WILLIAM HEMPEL, communications center division; ROBERT GRUNDON, Ottawa; EDWARD MELNICK, San Jose; RUDOLPH GARCIA, Nouakchott; and SWAIN BRITT, Sinai Field Mission. □

OFFICE OF SECURITY

Welcome-home greetings were extended to regional security officers ALAN GOLACINSKI and MICHAEL HOWLAND, and all other former hostages. Office of Security personnel on temporary duty in Wiesbaden/Frankfurt in connection with the return of the former hostages included, from headquarters: GORDON HARVEY, PAT HOFFER, BELLE JOHNSTONE, DAVE MANLEY, CHARLIE SPARKS, STEPHANIE STAUFFER and ED WOOD. Detailed from AID and ICA were MIKE COUGHLIN and JAMES DENNY. They were joined by overseas-based security personnel: BILL ARMOR (Frankfurt), JIM BERMINGHAM (Bonn), ARTHUR BRUNETTI (Rome), CLARK DITTMER (Brussels), JIM DONOVAN (Bonn), ARTHUR MAUREL (Paris), JUDY ROBERTS (Frankfurt), JAMES SANDLIN (Bucharest) and MARYELLEN VANDIVIER (Frankfurt).

HELEN WORSHAM, secretary to the

deputy assistant secretary for security, and JOHN RICHARDSON, assistant director for protective security, were honored at a retirement reception, January 30. Over 100 colleagues and friends joined deputy assistant secretary KARL ACKERMAN in extending the honorees best wishes. Ms. Worsham was presented a set of honorary security officer credentials in recognition of her 36 years' Government service, the last 25 of which were with the Office of Security. Mr. Richardson was presented an engraved retirement plaque noting his 32 years of Government service, and another



OFFICE OF SECURITY—Deputy assistant secretary Karl Ackerman presents plaque to Helen Worsham, his secretary, on her retirement. (Photo by David Humphrey, Visual Services)

plaque in which his security credentials were enshrined.

MARVIN GARRETT, assistant director for operations; WALLY GILLIAM, chief, Technical Services Division; and GORDON HARVEY, chief, Division of Foreign Operations, visited Sandia Laboratories, Albuquerque, N.M., February 11-13. Purpose of the visit was to evaluate access-denial systems for installation at overseas posts, computerized control panels for Marine security guard booths, and advanced techniques for civilian guards. RAY SCROGGS, special assistant to the deputy assistant secretary, visited the Chicago Field Office on a consultation/inspection trip, February 2-4.

Mr. Ackerman was in Africa, February 4-10, to address the administrative officers conference in Nairobi, and to convene security conferences in Nairobi and Abidjan with regional security officers and security engineering officers based in Africa. KEITH GWYN is on eight weeks' temporary duty as regional security officer, Bangkok, February-April. BOBBY NOEL, Technical Services Division, and Seabee DAN JOHNSON, were on temporary duty at the U.S. interest section, Havana, and Embassy Nassau, during January-February. RICHARD SPARSHOTT and ROBERT STUCKEY, Technical Services Division, were in Canada for temporary duty in February. Security engineering officers in the Department on consultation during January-February included TOM BRUGUIER (Frankfurt), DON HOOVER (Moscow) and DICK ROBERTS (Frankfurt). Regional security officer SCOTT MCGUIRE (Cantabria) was on consultation in January.

A Department Notice was sent to all overseas posts in January announcing the change of the regional security supervisor title to associate director for security for the respective geographic areas.

In the interests of cooperation and support regarding security matters at Foreign Service posts, the Department of State and Commerce concurred on a variety of security issues. The mutual understanding was set forth in a memorandum agreement signed in January by THOMAS M. TRACY, assistant secretary, Bureau of Administration, State, and ELSA A. PORTER, assistant secretary for administration, Commerce.

ED LEE, formerly regional security officer, Bangkok, assumed his duties as chief, Education and Training, February 9. GEORGE PAYNE, special agent-in-charge, Washington Field Office, was designated acting chief, Investigations Division, February 5. ROBERT NICHOLSON was designated acting chief, Domestic Operations Division, effective February 9, when the former acting chief, LOUIS MARRANO, commenced Italian language training at the Foreign Service Institute. CHRIS DISNEY was assigned as chief, Dignitary Protection Division, March 1. WALTER BACAK, Protective Operations Staff, was relocated from SA-7 to Main State, in February. The Office of Security had protective responsibility during February for the visit to the United States of Mrs. CHUN DOO

BUREAU NOTES

HWAN, wife of the president of South Korea. MICHAEL VIGGIANO was the special agent-in-charge. BRYAN FLANAGAN, Foreign Operations/Europe, is attending the institute's Russian-language sessions preparatory to assuming duties in Moscow. FRED LECKER, formerly regional security officer, Kabul, is studying Spanish at the institute prior to assignment to Panama. RUTH McDOWELL, Document Information Systems, attended the Office of Personnel Management class, "Introduction to Supervision," February 9-13. PATTI MORTON, policy adviser, attended the "Symposium on the New Congress," presented by the Government Affairs Institute, at the Capitol, February 19-20.

JOAN LOMBARDI and CHRIS ANDREWS, Watch Officer Group, briefed representatives from the British embassy, and several corporate directors of security with private industry, on the operation and capabilities of the Office of Security Command Center, January 29. GERRY McGRATH, Education and Training, conducted a visa malfeasance briefing for junior consular officers, at the institute, January 29. The U.S. Navy Seabee class I-81 graduated February 6 from the training program conducted by the Education and Training Staff. □

African Affairs

LANNON WALKER, deputy assistant secretary, briefed 25 senior business executives on "Africa: Policy Issues and Economic Prospects," at the February 11 Executive-Diplomat Seminar, a biannual event sponsored by the Bureau of Economic and Business Affairs. CAROL LANCASTER, deputy assistant secretary, spoke to over 200 attorneys and managers of U.S. corporations on "Doing Business in Africa," at a January 22 conference sponsored by the Practicing Law Institute, in New York. MABEL M. SMYTHE, deputy assistant secretary, traveled to Bethune-Cookman College, Daytona, Fla., January 29, to address a model UN program on "Poverty, Illiteracy and General Development Issues."

KAY CLARK-BOURNE, deputy director, Office of Western African affairs, gave dual presentations on Nigeria, at Emory University and Spelman College, in Atlanta, February 9, and was interviewed by the Atlanta Constitution. ALDEN IRONS, labor and social affairs adviser, Office of Inter-African Affairs, briefed graduate theology students from Wesley Theological Seminary, Washington, on African refugees, February 10. Ambassador DONALD NORLAND spoke at Tennessee State University on "Africa: Reviews and Prospects for U.S. Involvement," as part of an Afro-American Week celebration, February 10. He was interviewed by the Nashville Banner & Tennessean, and WSM-TV.

ROBERT C. FRASURE, Zimbabwe and part-time Namibia desk officer, traveled to southern Africa for consultations. ALAN L. KEYES, desk officer for Botswana, Lesotho and



LUSAKA, Zambia—Ambassador *Frank G. Wisner* (wearing tie) presents meritorious service increase awards to *Ibrahim Pandor*, left, supply supervisor; *Shirley Mee*, administrative specialist; *Taxon Lungu*, shipping clerk.

Swaziland, transferred to the Policy Planning Staff. WILLIAM E. LUCAS, assistant South Africa desk officer, began Afrikaans training in preparation for assignment to Pretoria. BARBARA T. BILLICK transferred from West African Affairs to Southern African Affairs, as secretary for the South African desk officers. DONALD W. BORN, director of the Economic Policy Staff, spent six weeks in December/January as an informal adviser at the Ministry of Finance and the National Bank of Liberia. DANIEL WATERMAN of the Economic Policy Staff spoke on "U.S. Economic Policy in Africa," January 30-31, at Mohawk Valley College, Utica, N.Y. On February 12 he participated in a videotape interview on the same subject, for a Florida cable TV system.

The annual conference of the African-American Institute was held in Freetown, Sierra Leone, January 8-12. Assistant Secretary RICHARD M. MOOSE attended, along with Ms. Lancaster; JENNIFER WARD, multilateral affairs officer; JOHN VINCENT, director of public affairs; and MARSHALL CARTER, assistant country officer for Nigeria. A congressional delegation also attended, headed by Rep. WILLIAM GRAY of Pennsylvania. RICHARD T. SALAZAR, executive director in the bureau, traveled to southern Africa, in mid-December, visiting such posts as Pretoria, Johannesburg, Gaborone and Salisbury.

WILLIAM J. BURKE has assumed his

duties as the administrative officer for the bureau, in the executive director's office. He replaces JOSEPH C. WILSON, who left the first of the year for Pretoria, where he is serving as general services officer. Replacing Mr. Burke in the post management section is ANN MONTGOMERY, a recent graduate of the A-100 class. DONALD WESTMORE, country officer for Kenya and the Seychelles, left East African Affairs for an assignment on detail to the staff of Senator WILLIAM ROTH JR. (R.-Del.), chairman of the Government Affairs Committee. RICHARD ROTH will replace him as country officer for Kenya and the Seychelles.

The bureau held its annual administrative officers conference in Nairobi, Kenya, February 2-6. Attendees included officers from the 50 African posts, 10 regional administrative employees and guest speakers from the functional bureaus of the Department in Washington and the regional procurement office in Bonn, West Germany. The conference organizers were Mr. Salazar, deputy executive director GERRY MANDERSCHIED, personnel officer KATHY AUSTIN, and administrative specialist PATTI HOWARD. □

Arms Control and Disarmament Agency

The agency's Distinguished Honor Award was given to SPURGEON M. KEENEY JR., deputy director of the agency, 1977-81, now scholar-in-residence at the National Academy of Sciences. Mr. Keene was cited for demonstrating an "outstanding mastery of arms control and national security subjects as well as a persistent determination to achieve a strong, balanced

national security policy." Superior Honor Awards were given to former assistant directors GEORGE W. ASHWORTH, DAVID M. CLINARD, THOMAS D. DAVIES and CHARLES N. VAN DOREN, and to Ambassadors ROBERT W. BUCHHEIM, JONATHAN DEAN, CHARLES C. FLOWERREE and HERBERT F. YORK. Meritorious Honor Award recipients were JANET Z. BARSY, A. M. CHRISTOPHER, NORMAN G. CLYNE, PIERCE S. CORDEN, ERIC P. ERLANSON, DIANE A. FERGUSON, LAWRENCE E. FINCH, EDMUND S. FINEGOLD, R. LUCAS FISCHER, LOWELL FLEISCHER, THOMAS GRAHAM JR., JAMES T. HACKETT, THOMAS A. HALSTED, A. JAMES HARTZLER, MARY E. KLAIBER, DAVID A. KOPLOW, JULIA B. KRENZEL, Brigadier General JOHN R. LASATER, JOSEPHINE A. LEGER, ALFRED LIEBERMAN, HARRY R. MARSHALL JR., VIRGINIA MCGUIRE, ROBERT P. MIKULAK, JAMES MONTGOMERY, ROBERT E. MORRISON, ALAN F. NEIDLE, HOMER R. PHELPS, JAMES M. POPE, ROBERT S. ROCHLIN, DEAN F. RUST, PHILIP G. SCHRAG, THOMAS W. SCOVILLE, WILLIAM B. STAPLES, CARLTON E. THORNE, JAMES P. TIMBIE, RICHARD L. WILLIAMSON JR., HAZEL L. WYATT and C. RAY YOUNG.

JAMES L. MALONE, who had been serving as the agency's acting director since January 21, was nominated by PRESIDENT REAGAN to be assistant secretary of state for oceans and international environmental and scientific affairs. Ambassador RALPH EARLE II resigned from the agency January 20 after serving a year as director. Before that appointment, he was U.S.

ambassador to the strategic arms limitation talks in Geneva. Mr. Van Doren, who headed the Non-Proliferation Bureau, retired after 18 years of Government service. Admiral Davies, who headed the Multilateral Affairs Bureau, retired February 3. A graduate of the U.S. Navy Academy, he received his presidential appointment as an agency assistant director in 1974. Mr. Scoville, executive director of the General Advisory Committee on Arms Control and Disarmament, left the agency after almost three years to pursue outside interests. JOHN M. JOYCE left the agency February 9 to take a Russian language course at the Foreign Service Institute, prior to going to Moscow as counselor for science affairs. JOHN R. CAMBERN, who was assigned to the Weapons Evaluation and Control Bureau, retired after 17 years of Government service, 14 of them with the agency. Captain MICHAEL C. McMULLEN left after completing a year with the agency working on issues relating to theater weapons. He returned to duty with the Air Force to work in the Pentagon on the research and development of the MX missile system. RICHARD H. WILCOX has been detailed to the Federal Emergency Management Agency to serve as the acting director of the Office of Operations Support. □

Consular Affairs

On January 28 Assistant Secretary DIEGO C. ASECIO addressed an audience of faculty and students at Georgetown University sponsored by Delta Psi Epsilon fraternity. He presented the certificate of completion to advanced consular course participants, at a luncheon on February 13.

On January 22 he addressed a meeting of the Coalition of Federal Hispanic Employees, in the Department. On February 12 Mr. Asecio addressed a luncheon meeting of the Club de Habla Espanol, at the Department of Agriculture. The organization consists of U.S. Government employees who wish to maintain their Spanish-speaking proficiency.

From February 9-13, deputy assistant secretary ROBERT FRITTS headed the Department team attending the consular conference in Nairobi. The team consisted of JAMES L. WARD, director, Citizens Emergency Center; DAVID BLOCH, a bureau management analysis officer; CAROL L. ROSE of the Visa Office's Post Liaison Division; ADA ADLER of the Office of Refugee Programs; and RUTH ANN MEYERS of the Immigration and Naturalization Service. On the way to Nairobi, Mr. Fritts stopped in London to meet with consular officials, including consul general ALAN GISE, to discuss operation of the automated non-immigrant-visa/computer-assisted processing system.

A consular assistance team traveled to Mexico, January 8-23, to examine consular space and procedures, with a view to assisting the mission in carrying out its consular responsibilities for the next few years. The team leader was VICTOR DIKEOS, a retired Foreign Service officer who is a

VISA OFFICE—At awards ceremony, from left, Gerald Brown, George Fourier, Roy Mackay, Eleanor Harris, Assistant Secretary Diego Asecio; Sue Patterson, Cornelius (Dick) Scully, Eleanore Raven, Donald Griffin. (Absent for the picture were Richard Ruble, Gloria Snyder, Iris Makle. (Photo by David Humphrey, Visual Services)



consultant to the Department. The team also consisted of MERLE E. ARP, assistant executive director for the bureau; EDWARD KREUSER, associate director for the Visa Office; John J. Leech, area officer and FIORANGELO Di PAOLO, architect with the Office of Foreign Buildings; and JEROME F. TOLSON, special assistant to the assistant secretary for administration. Following the visit by the team, GERALD GOLDMAN, director of management planning for the bureau, and NORMAN SINGER, director of field support for the Visa Office, traveled to Mexico City, Monterrey and Tijuana, to meet with consular personnel. In Mexico City they also met with the consular agents from Acapulco, San Luis Potosi and Oaaca. The purpose of their visit was to develop a strategy for carrying out consular operations in the late 1980s. Their study, using Mexico as a model, explores different ways to cope with consular workloads in 1985 and beyond.

Attending a board of governors meeting of the Association of Immigration and Naturalization Lawyers, in Phoenix, January 22-23, were WILLIAM MAULE, deputy assistant secretary for Visa Services; CORNELIUS D. SCULLY, director of the Visa Office's Legislation, Regulations and Advisory Assistance Division; and ELIZABETH J. HARPER, consultant to the bureau.

Joining the Visa Office Advisory Opinions Division was JOSEPH F. FAGEN. Attending a legislation and regulation development workshop, December 8-12, was GUIDA EVANS-MAGHER. VAN CALDWELL attended a course on automated information systems concept development and design, February 2-6. GERALD BROWN attended a management development seminar in Oak Ridge, Tenn., February 8-20. HELEN PAVILON and THELMA D. SHANKLE have retired from the Visa Office's Public Services Division. SHELDON ROSEN, L. TRAVIS FARRIS and MICHAEL DUFFY of the bureau's System Staff traveled to London at the end of January for the testing of the non-immigrant-visa/computer-assisted processing system. JOHN HOTCHNER, from Passport Services' Office of Program Support, took part in the Foreign Service Institute's advanced consular course, January 19-February 13. GARY ROACH, Office of Special Operations, and ALICE STEVENS RITCHIE, Passport Services Evaluation and Standards Division, were in Shreveport, La.; Little Rock, Ark.; and New Orleans to conduct passport application acceptance seminars, February 9-13. Glencoe, Ga., was the site for a training seminar for customs agents conducted by NANCY MEYER, Evaluations and Standards Division, February 19-20. □

East Asian and Pacific Affairs

Deputy assistant Secretary ANTHONY C. ALBRECHT, on January 31, attended a luncheon hosted by the U.S.-Korea Economic Council, in



CANBERRA, Australia—Labor attache James F. Shea receives Meritorious Honor Award. With him is Mrs. Shea. He has been reassigned to Tel Aviv.

New York, in honor of Korea PRESIDENT CHUN. He participated in economic discussions during Mr. Chun's visit in Washington, February 2. On February 11, Mr. Albrecht addressed senior business executives, participating in the Department's Executive-Diplomat Seminar, on "The Far East: Policy Issues and Prospects."

In the Office of Chinese Affairs, the former ambassador to the People's Republic of China, LEONARD WOODCOCK, had consultations in the Department, February 15-20. Office of Economic Policy director WILLIAM PIEZ spoke before the Foreign Affairs Interdepartmental Seminar, Asian Region Session, on "The American Economic Policies Toward Asia," January 13. In the Office of Australia, New Zealand Affairs, PATRICIA A. LANGFORD joined the desk as a country officer for New Zealand. □

Economic and Business Affairs

Assistant Secretary DEANE HINTON, was chairman of the U.S. delegation to civil aviation consultations with Japan, in Honolulu, January 12-15. B. BOYD HIGHT, deputy assistant secretary for transportation and telecommunications, and the Office of Aviation director, JAMES FERRER JR., also were members of the delegation.

WILLIAM MILAM, director of the Office of Monetary Affairs, was a member of the U.S.

delegation to the Organization for Economic Cooperation and Development's working party on balance-of-payments problems, in Paris, December 10-11. On the same trip, Mr. Milam consulted with Embassy London and major banks in London on international financial issues. The deputy director of the office, MARSHALL CASSE, presented a paper, on structural adjustment policies, to the Consortium on Agricultural Trade Research, in Tucson, December 15-17. He also addressed the Tucson area Committee on Foreign Relations. In February, Mr. Casse undertook a speaking tour to southern California, addressing the San Diego/Rancho Bernardo Community Forum, the San Diego State University Institute on World Affairs and the second symposium on international contracting, in Los Angeles. JOHN WOLF, FRANK PARKER and JOHN DAWSON of the same office participated in informal seminars on country risk assessment, sponsored by the Federal Reserve Bank of New York.

The chief of the Tropical Products Division, JOHN BARCAS, represented the Department at the National Cotton Council annual meeting, in Atlanta, February 22-24. In an address to the Cotton Council International, he outlined the ongoing negotiations, in the UN Conference on Trade and Development, to create an international cotton agreement, and the effort to establish Cotton Development International, a production, research-oriented organization. PAUL T. WALTERS of the Tropical Products Division represented the Department and served as alternate U.S. representative to the UN conference on jute and jute products, in Geneva, January 12-30. There will be a followup session on the conference next June. DANA M. MARSHALL of the Office of Business Practices traveled to meetings of the Organization for Economic Cooperation and Development's

committee on restrictive business practices, in Paris, the week of January 19.

New employees in the bureau include DANNY LEIPZIGER, deputy director, Planning and Economic Analysis Staff; DIANA MONTGOMERY, Office of Investment Affairs; RICHARD BOUCHER, Office of East-West Trade; JOSEPH P. RICHARDSON and JOHN ANDRE, Commodity Policy Division; MARK TOKOLA, Special Trade Activities Division. □

European Affairs

Assistant Secretary GEORGE S. VEST and Ambassador HORST GRUNERT, German Democratic Republic, exchanged the instruments of ratification of the U.S./East German Democratic Republic consular convention, in the department, January 19. Deputy assistant secretary ROBERT L. BARRY spoke on relations with the Soviet Union and Eastern Europe at the Executive-Diplomat Seminar, in the Department, February 11. Ambassador THOMAS O. ENDERS, U.S. representative to the European Communities, was in Washington for consultations, January 26-29 and February 9-10. He addressed the Woodrow Wilson International Center, January 28, and the Houston World Trade Club, February 11. PETER G. SHOETTLE, political/military officer for the Federal Republic of

BERN—Children of embassy employees celebrate the winter season with donkey rides, a Swiss tradition. Applauding the approach of the donkey is *Marion Davis*, center, who planned the rides.



Germany desk, Office of Central European Affairs, attended the Executive Performance Seminar in Berkeley Springs, W. Va., January 11-16. JAMES D. BINDENAGEL, economic/commercial officer for the Federal Republic of Germany desk, participated in a Department of Energy nuclear fuel cycle workshop, in Washington, January 13-15. On February 2, JANET WILMINK joined the staff of the Office of Central European Affairs, as secretary to the Federal Republic of Germany desk officer. RICHARD E. COMBS, deputy director, Office of Soviet Union Affairs, spoke to college and business group audiences about U.S.-Soviet relations, in Jacksonville and Daytona Beach, Fla., February 2-3. On January 7, WILLIAM H. HILL of the exchanges section of the Office of Soviet Affairs, traveled to Sweet Briar College, Sweet Briar, Va., to speak on U.S.-Soviet relations in the 1980's. □

Intelligence and Research

Bureau director RONALD I. SPIERS and bureau analysts consulted with Ambassador LOREN LAWRENCE, Jamaica, and Ambassador ARTHUR HUMMEL, Pakistan, in early February. Ambassador SPIERS was also able to announce the selection of two bureau analysts to participate in the Director of Central Intelligence Exceptional Intelligence Analyst Program: JON A. WIANT, special assistant for narcotics intelligence, and BOWMAN H. MILLER, analyst for political reporting on the Federal Republic of Germany, Austria and Switzerland. This program, intended to enrich the skills and understanding of individual analysts, is available to a limited number

of career civilian and military intelligence officers. Participants are provided maximum latitude in determining their individual programs, including such possibilities as sabbaticals to pursue university studies or temporary assignments to other U.S. Government agencies.

Mr. Spiers also presided over the bureau's honor awards ceremony in which performances of bureau personnel were recognized. Recipients included three who were given Superior Honor Awards: DAVID H. VANCE, economic analyst for petroleum matters; SANDRA H. SHAW, chief of the Cartography Division of the Office of the Geographer; and C. THOMAS THORNE, director of the Office of Analysis for Africa. Meritorious Honor Awards were given to DAVID E. RANDOLPH, analyst for Central American affairs; WALTER K. ANDERSON, analyst for Indian and Sri Lankan affairs; WAYNE WHITE for Arab/Israeli matters and Iraqi affairs; JOHN A. CANTWELL, chief of the Northern and Central Europe Division of the Office of Analysis for Western Europe; KENNETH ROBERTS and WARREN H. REYNOLDS, program officers in the Office of Long Range Analysis. CAROL A. BROWN, MARIAN W. DICKERSON, MARY K. QUIRK, RUSSELL M. STORMONT, MARGARET A. LEONHART, DAVID K. NICKELS and LONNIE J. PATCH were awarded high quality step increases.

A group Meritorious Honor Award was presented to those employees in the Office of Analysis for the Near East and South Asia for their Iran/Hostage work: GEORGE S. HARRIS, office director; MYLES L. GREENE, chief of the South Asia Division; analysts STEPHEN GRUMMON, ELEANOR PELTON and BARBARA J. REID; and support personnel JOHN J. KOKAL, MAE F. PICKETT, MIRIAM HARDMAN and PAMELA G. POWELL.

From the Office of Analysis for the Soviet Union and Eastern Europe, MARTHA MAUTNER, deputy director, addressed the Massachusetts Institute of Technology Sloan Fellows Management Group in the Department, January 29. DONALD GRAVES, chief of the Soviet Internal Division, spoke on Soviet domestic affairs, in Cincinnati and environs, under the auspices of the Cincinnati Council on World Affairs, January 22-23. WAYNE LIMBERG, analyst in the Soviet Foreign Political Division, lectured in the Department at a conference on Africa, January 15-16.

JAMES E. BUCHANAN, analyst in the Office of Analysis for Inter-American Affairs, spoke to the Foreign Service Institute's Latin America studies seminar on "Current Issues in U.S.-Latin American Relations," February 6. WILLIAM L. LOFSTROM, analyst for the same office, lectured on "Bolivia: Cocaine, Corruption and Politics," to a Central Intelligence Agency in-house narcotics seminar, January 28. PETER ROMERO, analyst, traveled to Central America, including Panama, January 14-February 2. During the familiarization trip, he met with local mission personnel, local government officials and op-



INTELLIGENCE AND RESEARCH—H. Donald Gelber, left, deputy director for policy and planning, receives Distinguished Honor Award from outgoing Under Secretary Matthew Nimetz. Mr. Gelber, as counselor for mutual security affairs, Embassy Ankara, was cited for his role in negotiating the agreement between the United States and Turkey on economics and defense. (Photo by Glenn E. Hall, Visual Services)

position party members. Topics of discussion included Central American perceptions concerning events in El Salvador, U.S. foreign policy and its impact on the region, domestic political issues, and the Panama Canal.

LEWIS ALEXANDER, the Department geographer, presented a paper at a Central Intelligence Agency-sponsored conference on "Ocean Resource Uses in the 1980s," in Rosslyn, Va., February 2-4. SANDRA SHAW, chief of the Cartography Division of the Office of the Geographer, attended the Board of Geographic

Names advisory committee meeting on names in Micronesia, in Menlo Park, Calif., the week of February 2.

For the Office of Analysis for East Asia and the Pacific, deputy director LOUIS G. SARRIS was to attend the East and South Asia NATO experts meeting in Brussels, February 18-20, and consult with Embassy Paris officials on East Asian developments, February 21. Analysts PAULA CAUSEY and DANIEL KIANG recently assumed their duties in that office.

Captain RICHARD R. RAGER, Navy, formerly acting chief of the General Purpose and Theater Forces Division of the Office of Politico-Military Analysis, was awarded the Meritorious Service Medal (based upon his performance in the Bureau of Intelligence and Research) by order of the secretary of the Navy. JAMES CHAMBERLIN, analyst in that office's Nuclear and Scientific Division, attended the nuclear weapons orientation course at Kirkland Air Force Base, N.M., December 8-12. He also consulted at the Lawrence Livermore National Laboratory. CHARLES COHEN, analyst in the same division, attended the

nuclear weapons orientation course, January 12-16. RAUL HERRERA and ALAN MARTIN, interns, recently joined the office, and will be working on various projects during the spring term.

For the Office of Economic Analysis, JAMES REDDINGTON, analyst in the Commodity and Developing Country Division, attended the Stanford University Energy Modeling Forum dealing with the questions about the vulnerability of U.S. oil imports, in Los Angeles, February 9-10.

H. DONALD GELBER, director of the Office of Analysis for Western Europe, and HUGH DE SANTIS, analyst in that office, attended a seminar on British defense policy, at Georgetown University's Center for Strategic and International Studies, January 15. They also attended a colloquium at the Wilson Center at which General EDWARD ROWNEY discussed the future of SALT, January 27. In addition, Mr. Gelber and JENNIFER NOYON, analyst in the same office, attended a conference on "The Political Psychology of the Cyprus Conflict: An Update," at the Middle East Institute, January 10. F. HERBERT CAPPS, deputy director, participated in a seminar on Greenland home rule, sponsored by the embassy of Denmark, at which the chairman of the ruling Provincial Board, SEALER MOTZFELDT, spoke, January 25.

For the Office of Analysis for the Near East and South Asia, director GEORGE S. HARRIS attended a conference on "Law and the Iranian Hostage Situation," at Carnegie Endowment, February 6. Analyst STEPHAN GRUMMON participated in discussions on the Persian Gulf and Iran, sponsored by the World Affairs Council in Cincinnati, January 29-30. ELIZA VAN HOLLEN, analyst in the same office, participated in a conference on Afghanistan at the University of Southern California, February 6. LARAINÉ CARTER, analyst, lectured on the "Saudi Military Trainee" at Egland Air Force Base, in southern Florida, January 23. □

Inter-American Affairs

FRANCIS R. STARRS, director of Mission Operations, Organization of American States, retired in January after 27 years of Government service. His last foreign assignment was political counselor in Mexico City. FRED EXTON and GARDEL FEURTADO have joined Caribbean Affairs as country desk officers for the eastern Caribbean, with Mr. Exton covering Barbados and the Windward Islands, and Mr. Feurtado the Leewards and also the Netherlands Antilles. Jamaican country desk officer MARSHA BARNES played an active role in the trip to Washington by PRIME MINISTER SEAGA, who was the first official foreign dignitary to meet with PRESIDENT REAGAN. SUNETA L. HALLIBURTON of the Office of Panamanian Affairs was in Panama, January 25-February 1, to participate in consultations on bilateral issues.



The Office of Mexican Affairs has reverted to the status of a country directorate with the departure of Ambassador-at-large ROBERT KRUEGER and eight assistants. The deputy director, ROBERT PASTORINO, visited the Southwest for a series of speaking engagements on U.S.-Mexican relations, and consultations with the American consulate at Ciudad Juarez and the International Boundary and Water Commission in El Paso. Political officer GORDAN DUGAN spoke to the Latin American area study course at the Foreign Service Institute.

On January 8, deputy assistant secretary JAMES CHEEK addressed the National War College, at Fort McNair, on Central America. On January 26 he spoke on the subject of U.S.-Central American foreign policy before a meeting of the Foreign Missions Association, at the Shoreham Hotel. International relations officer BONNIE A. FRANK, of the Office of Brazilian Affairs, visited Embassy Brasilia, the consulates general in Sao Paulo and Rio de Janeiro, and the consulate in Salvador for consultations and orientation, February 1-17. THOMAS M. COONY, deputy director of the office of Brazilian Affairs, spoke at the National War College on January 8, on U.S.-Brazilian relations and the effect of modernization in Brazil on these relations. □

International Narcotics Matters

Deputy assistant secretary CLYDE D. TAYLOR served as alternate head of delegation at the 29th session of the UN Commission on Narcotic Drugs, in Vienna, February 2-11. The commission meets annually to review worldwide drug problems, and monitors implementation of the two international drug treaties. ALBERT L. GLAD, chief of the Global Support Division,

BOLIVIA WORKING GROUP—From left: Samuel F. Hart, director, Office of Andean Affairs; Ambassador to Bolivia Marvin Weissman; Stephen M. Block, Lee Henderson, Samuel D. Eaton; Assistant Secretary William G. Bowdler; Philip B. Taylor; William Knepper, Robert Blohm. Mr. Bowdler presented the Superior Honor Award to the group members for their work during the July 17 coup in La Paz.

Office of Global Strategy and Support, and officials of the U.S. Drug Enforcement Administration visited Hungary and the Federal Republic of Germany, where they discussed strengthening of controls on the trade in certain licit drugs. MATTHEW H. VAN ORDER, training adviser, Office of Global Strategy and Support, traveled to the Federal Law Enforcement Training Center, Glynco, Ga., in January. Mr. Van Order inspected the center with a view toward transferring a part of the bureau's international narcotics control training program to that site. During the week of January 19, GEORGE RECACHINAS, financial analyst in the Office of the Controller/Executive Director, and JAMES THORSON, consultant, traveled to Bogota, Colombia, to provide the narcotics unit with short-term financial and contract review assistance. Also during January, several personnel changes occurred: DOROTHY MITCHELL, chief of the Commodity Management Division, Office of Global Strategy and Support, retired on January 29; RICHARD BROWN has been reassigned from the Office of Program Management to fill this position. EVELYN GREEN relinquished her duties as principal office secretary in the Office of the Controller/Executive Director, to become an administrative services assistant. BONNA BONARD left her job as secretary to Mr. Taylor to become a contract specialist in the bureau. On January 18, RALPH EARL, chief of the Narcotics

Assistance Unit, Ecuador, retired. DAVID ARROYO extended for one additional year his contract with the bureau to provide narcotics advisory services to the program in Colombia. The bureau welcomed WILLIAM CAMP, on detail from the Office of Personnel Management, who will spend three months with the bureau as part of the Executive Development Program. □

Legal Adviser's Office

MARK B. FELDMAN, deputy legal adviser, participated in negotiations of the Iranian claims settlement agreement, and has been working with the claimants and other interested agencies to implement its terms. On January 23 he addressed the New York State Bar Association on this subject. DAVID A. COLSON, acting assistant legal adviser for oceans, environment and scientific affairs, attended Transboundary Air Pollution Coordinating Committee discussions, in Ottawa, February 5. New arrivals in the office are attorneys JoANN DOLAN, JAMES HACKNEY, T. MICHAEL PEAY and CAROL SCHWAB. PETER KIRSCH is the new staff assistant, replacing L. BRADLEY HITTLE, who has been assigned to Antwerp. BETTY WOODS joined the staff as a part-time employee in the law library. □

Near Eastern and South Asian Affairs

On December 9, deputy assistant secretary JOSEPH TWINAM traveled to Minneapolis, where he addressed the World Affairs Council. Mr. Twinam discussed U.S. policy toward the Persian Gulf. On December 18, he spoke to members of the

Washington Export Council at their annual Department briefing. Deputy assistant secretary MORRIS DRAPER and DAVID ROBINS, Office of Egyptian Affairs, represented the Department at the annual joint meeting of the Egyptian-U.S. Joint Business Council, in Miami, December 3-5. DAVID PATTERSON, energy-technology adviser in the Economic Affairs Office, discussed a variety of bureau issues at a class sponsored by the Washington Center for Learning Alternatives, January 15. ULRIC ST. CLAIR HAYNES JR., ambassador to the Democratic and Popular Republic of Algeria, resigned his position on February 5. He will resume his previous duties as vice president for the Middle East and Africa at the Cummins Engine Co., Columbus, Ind. Ambassadors who recently consulted in the bureau included ARTHUR W. HUMMELL JR., Pakistan; SAMUEL W. LEWIS, Israel; and NICHOLAS A. VELIOTES, Jordan.

The following personnel recently arrived in the bureau: MARVIN WOLFE, budget officer, and GERALDINE CHARBONNIER, secretary, Office of the Executive Director; RICHARD DOTSON, country officer for Saudi Arabia, and CAROL MERESMAN, secretary, Office of Arabian Peninsula Affairs; BERNARD ALTER, country officer for Bangladesh, and RUSSELL M. STORMONT, secretary, Office of Pakistan, Afghanistan and Bangladesh Affairs; and KATHLEEN MILNE, secretary, Office of Israel and Arab-Israel Affairs.

BERNARD JOHNS visited Chicago, February 11-13, to deliver a lecture on "Oil, Islam, Israel and Instability," before the Chicago Council on Foreign Affairs. Mr. Johns also addressed the Mid-America Arab Chamber of Commerce and

executives of Standard Oil of Indiana on Middle East economic and political trends and U.S. policy.

SINAI SUPPORT MISSION

Liaison officer GARY PRITCHARD completed his tour of duty at the field mission, and departed January 30 for home leave and a year's leave without pay. Ambassador FRANK E. MAESTRONE, director, visited the Middle East in February, for consultations at the field mission, in Cairo, Jerusalem and Tel Aviv. BARRY KNAUF, associate director for contracting; ROBERT KRANTZ, deputy associate director for contracting; and mission legal adviser JERRY FINK, AID, were at Greenville, Tex., in February, for contract negotiations with E-Systems, Inc., contractor for the mission. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary THOMAS PICKERING traveled to Toronto and Ottawa, January 6-7. While in Ottawa, he addressed the Ottawa Association of Applied Economics and the Economic Council of Canada. In Toronto, he addressed the annual meeting of the American Association for the Advancement of Science, on "International Exchange of Scientific and Technical Information." DAVID McCLINTOCK and BARBARA BAUM, Office of Food and Natural Resources, and PHYLLIS N. WINDLE, from the Office of Environment and Health, were

also present at the Toronto meeting. Mr. McClintock presented a paper at the climate and food session on "The Tihama Famine of 1970 as a Case Study of Climate Vulnerability and Response." The paper concerned the 1980 famine in the Yemen Arab Republic, which resulted from a drought brought on by the absence of monsoon winds and precipitation. Ms. Baum presented a paper on "International Dimension of Scientific and Technical Information Exchange," and Ms. Windle presented a paper on the American Association for the Advancement of Science/Department of State Science, Engineering, and Diplomacy Fellowship Program. Both are working at the Department under the joint fellowship program.

On January 9, Mr. Pickering, accompanied by RICHARD RUBLE of the Office of Cooperative Science and Technology Programs, traveled to Cairo. Mr. Pickering signed an agreement with the Egyptian deputy prime minister for economic and financial affairs. They continued to Jerusalem for the board of governors meeting of the U.S.-Israel Binational Industrial Research and Development Foundation, and on to Amman to meet with Jordanian government officials on science and technology cooperation. E. G. KOVACH, deputy director of the Office of Advanced Technology, led the U.S. delegation to the January plenary meeting of the Committee for Scientific and Technological Policy, in Paris, January 27-29. He also served as alternate U.S. delegate to the meeting of the NATO Science Committee, in Brussels, February 5-6.

RICHARD E. BENEDICK, coordinator of population affairs, held consultations on various population issues in Geneva and Rome, January 9-16. In Geneva, he met with director-general HALFDAN MAHLER of the World Health Organization, deputy director general S. K. JAIN of the International Labour Office, officials concerned with biomedical research, and the Ecumenical Council. In Rome, Mr. Benedick met with director general EDOUARD SAOUMA of the Food and Agriculture Organization, executive director MAURICE WILLIAMS of the World Food Council, ELETTA MARTINI, vice president of the Chamber of Deputies, biomedical research scientists, and several officials of the Vatican and the Society of Jesus. From January 26-February 4, Mr. Benedick was U.S. representative to the 21st biennial session of the UN Population Commission in New York. While there, he met with executive director RAFAEL SALAS of the UN Fund for Population Activities, and participated in a meeting with international institutions and foundations concerned with applied research in human fertility. JUDITH SCHMIDT, Office of the Coordinator of Population Affairs, also attended the population commission meeting, and met with various private organizations in the population field to discuss their activities in North Africa and Southeast Asia.

MORRIS D. BUSBY, deputy assistant secretary for oceans and fisheries affairs, signed a governing international fisheries agreement relating to fishing activities of Norway off the

Department of Look-Alikes



Ricky



Max

They say in Nairobi (you can see why) that young Max Kalhammer looks like a movie star—specifically, Ricky Schroder, who appeared in the film "The Champ." Max's father, Frederick, is an AID audit officer at the U.S. embassy in Kenya. His mother, Jacquelyn, is employed there as a personnel assistant. Max swims, skis, plays soccer and tennis—and, it is said, also goes to school.

coasts of the United States, January 26. The agreement sets out the arrangements between the countries which will govern fishing by Norwegian vessels within the fishery conservation zone of the United States. The agreement will come into force after the completion of internal procedures by both governments. The signing of this agreement took place in Washington. His excellency KNUT HEDEMANN, Norwegian ambassador to the United States, signed for Norway. Mr. Busby accompanied by LARRY L. SNEAD, Office of Fisheries Affairs, and MIKE DANAHER, Legal, participated in the Atlantic salmon working group meeting, hosted by Canada, in Ottawa, January 28-29. Delegations from the European Community, Sweden, Norway, Iceland and the Faroe Islands also participated. JAMES A. STORER, director of the Office of Fisheries Affairs, attended a workshop on the "Future of International Cooperation in Marine Technology, Science and Fisheries," January 18-22, in La Jolla, Calif. The workshop was sponsored by the National Academy of Sciences. NORMAN WULF, director of the Office of Marine Science and Technology Affairs, participated in law of the sea meetings, in Bonn, West Germany, January 12-15. Mr. Wulf also attended an Ocean Policy Committee workshop on the future of international cooperation of marine technology, science and fisheries, in La Jolla, January 18-22. He was in New

York, January 28-February 6, working on the drafting committee for the upcoming 10th session of the law of the sea conference. Commander TERRY SATTLER of the same office was also in New York, January 12-27, as a member of the delegation to the law of the sea drafting committee. WILLIAM ERB, from the Office of Marine Science and Technology Affairs, attended an executive performance seminar, January 12-16, in Berkeley Springs, W. Va.

MARY LAMAR has transferred from the Office of Advanced Technology to the Office of Marine Science and Technology Affairs. JOHN P. BORIGHT, director of the Office of Nuclear Technology and Safeguards, was in Vienna, Austria, January 30-31, for consultations on international plutonium storage. TERRI JONES, Office of Non-Proliferation and Export Policy, traveled to Los Alamos, N.M., January 20-22, to attend the nuclear fuel cycle course. ALEXANDER K. SLEIGHT of the Office of Environment and Health provided staff support for the third meeting of the U.S.-Panama Joint Commission on the Environment, in Panama City, January 12-14. JACK BLANCHARD, Office of Environment and Health, represented the Department at the transboundary air pollution agreement discussions, in Ottawa, January 5-7. ANNE WICKHAM of the Office of Food and Natural Resources was a member of the U.S. delegation to the first consultative meeting of the contracting parties to the agreement on the conservation of polar bears, January 20-22, in Oslo, Norway. □

Credits

The second installment of "FSOs," the new comic strip that STATE launched in its February issue, appears this month on Page 93. The artist and creator is Bernard Penny who, for the last 12 years, has been a scientific linguist at the Foreign Service Institute, in charge of Bulgarian, Czech and Polish training. His ideas have been developed with the



Mr. Penny

help of his wife, Toba.

After an initial run of "FSOs," Mr. Penny will move on to other acronyms and symbols that are familiar to those who work in the Department.

The cartoon work on Page 65 is by Catherine Allen Carlson. Her husband is AID's regional legal adviser, based in Tunis. □

Air Force Base, N.M., December 8-12.

Office of Security Assistance and Special Projects: Deputy director IRWIN PERNICK spoke on "Arms Transfer Policy," January 8, to a group of visiting foreign military officers. Mr. Pernick also lectured to a defense systems management college group, at Ft. Belvoir, on "State Politico-Military Perspectives," February 4.

Office of Systems Analysis: Political officer RAND BEERS visited the Army War College to discuss possible study topics that the Army's Strategic Studies Institute will undertake in the coming year. □

Public Affairs

Office of Public Communication: PHYLLIS YOUNG, editor of the Department of State Bulletin and executive secretary of the biennial coordinating group, held a direct-line interview with CHUCK DEBRUIN of KSPO Radio in Spokane, Wash., February 11. She discussed the history of the State Department and the biennial activities. ■

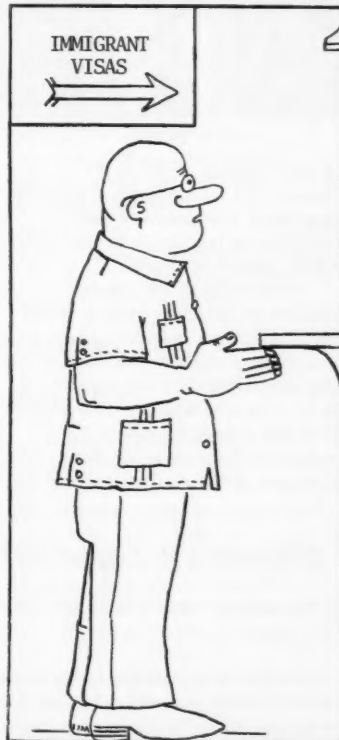
Politico-Military Affairs

Office of the Director: RICHARD R. BURT has assumed his duties as director, replacing REGINALD BARTHOLOMEW.

Office of International Security Policy: Director WILLIAM ROPE, deputy director JAMES McNAUGHTON, Colonel WILLIAM HARRIS and KENNETH LONGMYER visited the Supreme Allied Command for the Atlantic to discuss political and military issues with officers of the command. As guests of the fleet commander, ADMIRAL HEDGES, the Department officials visited the nuclear carrier USS *Nimitz* and a submarine.

Office of Munitions Control: JOSEPH P. SMALDONE, chief of the Arms Licensing Division, lectured on "The Arms Trade and Nuclear Proliferation," at Sweet Briar College, in Virginia, January 21. FRANKLIN C. MARCUS, licensing officer; BARBARA McCOY, secretary; and ANN DIEMER, research clerk, recently joined the staff.

Office of Nuclear Policy and Operations: LOUIS WARREN attended a three-day Department of Energy course at Los Alamos, N.M., on the technical aspects of nuclear weapons proliferation. Lieutenant Colonel BUD UTHE attended the five-day nuclear weapon orientation advanced course conducted by the Air Force's Interservice Nuclear Weapons School, at Kirtland



"I'd like to apply under the sixth preference—'skilled workers in short supply.' I'm an economist."

Letters to the Editor

—(Continued from Page 1)

brief him on the latest politico-military developments.

I also wish especially to call attention to the totally inaccurate impression given by the journalist (whom Mr. Trask stated "summarized the situation aptly") who said: "Notwithstanding the personal prestige



Secretary Hull

of the Secretary of State, the organization he heads has only to be mentioned in almost any circle, American or foreign, to arouse either doubt, despair or derision."

In rebuttal of Mr. Trask's criticism of Secretary Hull, I should like to refer to a quotation from a letter from President Roosevelt to Secretary Hull, who was hospitalized at the time and who on November 21, 1944, felt obliged to submit his resignation because of his illness. The President wrote: "It has been sad for

me even to contemplate the ending of our close relationship during these 12 years. It is not merely that our personal relations have been so uniformly and invariably agreeable, or that our joint work has borne true success in so many fields, as it is the personal feeling of not being able to lean on you for aid and intimate interchange of thought. This is especially true because we have come so far along the road of friendly relations among nations that I have counted so much on your help in carrying this work through the final stage of complex and difficult conditions which still face us." The President then made a suggestion that "when the United Nations is set up, I shall continue to pray that you as the Father of the United Nations may preside over its first session."

It was paradoxical but nonetheless a fact that one or two cabinet members would sometimes assail a policy decision of the State Department, frequently in the name of President, while at that very time Secretary Hull and the President were working together in the closest harmony. If this close working relationship had not existed, President Roosevelt would certainly not have proposed in successive years Secretary Hull's candidacy for the Nobel Peace Prize which the Secretary did receive in 1945.

Frankly I am distressed at Mr. Trask's references to Secretary Hull, a truly great patriot, and I hope he will make a retraction of his misrepresented statements in the next issue of

STATE. Moreover I hope that when the 20,000-word history of the Department is published, his inaccurate statements about Secretary Hull and the Department will be corrected.

Sincerely,
GEORGE W. RENCHARD
(Retired FSO and ambassador) □

Yes, you may

KUWAIT

DEAR SIR:

I was amused by the "Transfer Tremors" in the December issue. May I submit the following "Foreign Folderol"?

- I wanted to go to the Marine Ball while in INDIA, but MADRAS wasn't ready at the tailors.

- It's not only a long way to Tipperary, but it's a LILONGWE to MALAWI, too!

- I asked about my R&R trip to JORDAN, and they told me AMMAN Friday's flight.

- I asked to be assigned to the CAMEROON, so I could DOUALA the things I couldn't back home!

- I kicked a can in the streets of MOZAMBIQUE, and MAPUTO was sore for a week!

Sincerely,
MARK SANNA
Regional security officer □

Affirmative action

WASHINGTON

DEAR SIR:

I have been informed by the Board of Examiners that the Department, having reviewed its testing policy, has decided to assess all candidates who passed the 1979 Foreign Service written examination. As one of the many passers who was previously denied the assessment, I obviously welcome this policy reversal.

I am grateful for the NEWSLETTER'S contribution to my cause in publishing my letter to the editor (April 1980) and all subsequent

TRANSFER TREMORS by ebp

I was almost transferred to GERMANY, but I met a BONNIE lass and went to Scotland.

I was almost transferred to BEIJING, but a lunCH IN An oriental restaurant convinced me I wouldn't like the food.

I was almost transferred to REYKJAVIK, but with all that ICE, LANDing there was difficult. □

responses to it. I also appreciated the oral encouragement and support I continually received from interested persons within the Department. And lastly, I am encouraged by the Department's policy reversal, as it demonstrates its eventual sincerity to the principle of equal opportunity.

Sincerely,
CAROLINE P. WIZNITZER □

"Thursday group"—a reply

TEGUCIGALPA, HONDURAS

DEAR SIR:

Certain things in life are unfortunately predictable—such as Mr. Royle's letter concerning the Thursday Luncheon Group (December issue).

We are supposed, according to Mr. Royle, "to be working toward getting away from this sort of thing—membership based on color, creed, sex, etc."

Perhaps we could get away from it faster if Mr. Royle would question in his next letter to the editor why there are few, if any, black ambassadors or AID mission directors in Latin America and the Caribbean.

Sincerely,
JOHN R. CLYNE
Regional legal adviser and member,
Thursday Luncheon Group □

Let's hear it for Trømso!

CHICAGO

DEAR SIR:

The map in the December issue omitted a post very close to my heart—Trømso, in northern Norway. Even though this is a one-officer post, it provides a very important presence for the United States in the area in Norway closest to the Soviet Union. In addition, this is America's northernmost post. The citizens of Trømso want equal time!

Sincerely yours,
LOUIS A. LERNER
U.S. ambassador to Norway, 1977-80

Clip this photo and take it

with you on your next trip to Trømso. It qualifies you for an in-



troduction to Haven N. Webb, above, the Foreign Service officer who, one would assume, is the principal officer at this U.S. post. □

Oops! Tania match this?

TEL AVIV, ISRAEL

DEAR SIR:

While I am delighted with the new name you have seen fit to bestow upon me (Tania suggests narrow passageways, eyes peering through half-opened shutters, all the mystery that I had hoped for in a name), I think the author of the December story on Christmas celebrations in Arabia deserves full credit for her successful effort. Therefore I most reluctantly give up my new designation and ask (my mother would approve) for my own back.

Yours truly,
CAROLYN R. BARGERON

Dear Ms. Bargeron: You blew the whistle before we could send you a correction stamped TOP SECRET. Now all our readers know that the bylines got switched in our "Christmas 'round the world" section. The fact is

that you were the author of the article entitled "In a Jewish country . . ." Tania Ponomarenko wrote "In a desert kingdom . . ." □

'Dismay'

SILVER SPRING, MD.

DEAR SIR:

Reading about plans for Christmas and Chanukah parties in Israel (December issue) disturbed me. I noted, with some dismay, that the Chanukah party to be held at a private residence in Tel Aviv was to feature both a Chanukiah (an eight-light candelabrum lit in celebrating Chanukah) and a Christmas tree, but no Chanukiah was scheduled to be displayed together with a Christmas tree at the Christmas party scheduled to be held at a Catholic Girls' Home in Jerusalem.

I believe that logic would have dictated the Chanukah party be held in Jerusalem, at the Western Wall—close to the site of the original Chanukah event, and that a Chanukiah be displayed beside the Christmas tree at the Christmas party.

Sincerely,
RONALD S. BLUM
ICA (retired) □

'Dear S/hir'

DEAR S/HIR: WASHINGTON

Haven't we had enough of the s/he and s/her controversy? What is the big deal about it? I'm for women's rights and equal pay for equal work and all that. But I feel downgraded by what's going on, not, if you will excuse the expression, uplifted.

Doggone it, 'man' didn't make the two sexes; God did. What woman, despite all her protestations, would really want to look like a man? Then why try so hard to act like one? What's so wonderful about men that we want to emulate them so badly? I for one (and I know there are many, many like me), am not ashamed to be

a woman. I'm delighted to be one. And you can call me "she" and "her" and (chair)woman all you want, and I'll lap it up. Doggone it again, if we aren't "man" enough to take the genders in stride, then something's wrong.

Down through the ages we've proved "we can do anything you can do," and oftimes better. So now can't we just be ourselves and do everything in stride? In other words, can't we still go on to whatever heights we want to go, or want *not* to go, and continue being what most of us prefer: "she" and "he," "her" and "him"? And, if you can't tell the difference, then I feel sorry for you. . . not for me.

Sincerely,
 BETTE LOWENGRUBE
 Bureau of Inter-American Affairs
 Office of Regional Economic Policy □

Androgynous word

WASHINGTON

DEAR SIR:

I offer the following solution to the s/he problem. Why not just use the word "they"? If we are talking about him and hers in a single word, it already exists. Try it in a sentence. You'll like it.

Sincerely,
 CHIP BECK □

A founding mother

WASHINGTON

DEAR SIR:

In "State's old standbys say 'hi' on holidays" (December issue), Elizabeth Harper is noted as the first president of the Women's Action Organization (WAO). B.J. Harper was the first women's program coordinator at State. Ambassador Mary Olmsted (ret.) was the first president of the WAO. As one of the founding mothers of WAO, I know!

Sincerely,
 BERNICE BAER
 Women's Research and
 Education Institute □

Correction on Cicero

WASHINGTON

DEAR SIR:

On Blachly's December quiz, being fairly certain that Cicero lived in the first century B.C., I checked and found that M. Tullius Tiro invented his *notae Tironianae* ("Tironian notes") in 63 B.C., not 638 B.C.

Sincerely yours,
 LEROY M. LAROCHE
 Export-Import Bank □

Our secret is out

AMSTERDAM, NETHERLANDS

DEAR SIR:

In perusal of your January issue, one notices its new cover-page format. Something has changed. In further scrutiny of this cover page, one observes the word 'State' in com-



paratively large letters. Whereas the magazine's *raison d'etre*, and what it is usually referred to as 'The Newsletter' has been reduced to exceedingly small block lettering.

It is the considered opinion of several employees at this post that the word 'Newsletter' be enlarged in size and be made more conspicuous, as heretofore, and perhaps its monthly edition number could also be included.

Sincerely,
 S. MOREY BELL
 Consul general □

Great! But. . .

FALLS CHURCH, VA.

DEAR SIR:

Congratulations on the new cover and format (January issue) of your newsletter. As a former Foreign Service officer (my last assignment was as commercial counselor at Bonn, Germany) I have always enjoyed its pages. I have noted a marked improvement in the quality of the stories, and especially of the pictures,

and particularly those entitled "Post of the Month," which depict the staff at work or at play.

Why don't you go the rest of the way, and eliminate those deadly, boresome (almost nauseating) pictures of award or plaque presentations with which the magazine is still overloaded.



"Boreosome"

(Examples: Pages 39, 41, 45, 47, 48, 49, 51, 55, 56, 57, 58, 60.) Pictures such as those on the following pages are interesting: 10, 14, 15, 16, 17, 25, 32,



"Interesting"

34, 35, 36, 37, 44, 46, 52. If posts want to take pictures of award ceremonies, let them: but spare us those God-awful group pictures over and over and over!

But anyway, congratulations!
 Sincerely,
 E.F. BECKER □

Short memory

NORTHOLT, MIDDLESEX, ENGLAND

DEAR SIR:

The NEWSLETTER for November appears to have suffered more than a slight lapse of memory, judging by its

story: "After 50 years: a trip to the U.S." You recount the loyal and commendable 50 years of service at the embassy in Lisbon of Fernando Almeida, a national employee. He and his wife were received and duly honored by Secretary Muskie and other high ranking officials of the State Department. You went on to say that no one could recall anything like this happening before in the Foreign Service, nor could anyone immediately recall a national employee who had served so long.

Perhaps I may be permitted to refresh your memory by referring to the NEWSLETTER for October 1974, Page 19, which contains the headline: "2 mark 50 years of consular expertise." On that page you described the 50 years of service, 1924-74, achieved by me at the embassy in London, and also the 50 years completed during the same period by Gladys R. Duggan at the embassy in Dublin.

As you also recorded, Miss Duggan and I, with my sister, were



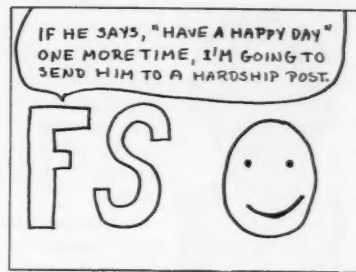
Mr. Corcoran and Miss Duggan in 1974.

invited to Washington for consultation purposes and to be honored by the Secretary. We experienced a very enjoyable week.

Mr. Almeida is indeed to be congratulated for his long and faithful service, but he was not the first in the field to reach half a century of service to the United States.

Sincerely yours,
EDWARD J. CORCORAN
Retired consular specialist,
American embassy, London □

FSOs



Was anyone else there?

SANTA BARBARA, CALIF.

DEAR SIR:

In your December quiz, you told readers *when* the ballpoint pen was invented or introduced (1944), but not *by whom*. My recollection is that it was first manufactured and marketed in Argentina, in 1944, as you say. I was there at the time. I have forgotten the name of the inventor but I believe he was a German or a Hungarian refugee.

Can you help refresh my memory? I think the first ballpoint pen was called "Stratopen."

Sincerely,
ROBERT E. WILSON
FSO (Retired) □

Have you served in Moscow?

FORT MYERS BEACH, FLA.

DEAR SIR:

Some of us who served in

Moscow during and after WWII are organizing a reunion. We plan to hold it in Washington on Wednesday, May 6, 5 to 7 p.m. This date may be convenient for those FSOs and USIA out-of-towners who will be in Washington for the May 1-8 reunions. It would help us if we could hear from any "survivors" who read this letter, giving to the undersigned an indication of interest in attending and sending the names and address (and names of spouses) of people they're in contact with.

We would like, too, your span of service in Moscow and your suggestions for the format (a good speaker, for instance), and for entertainment (other than vodka and balalaikas). We would be glad to send any one who responds the list we have already compiled, which is sure to jog 30-40-year-old memories.

ELIZABETH EAGAN
2580 Eastero Boulevard
Zipcode 33931 ■

Obituaries

Josephine DiBlasi, 68, chief of the Office of Security's Evaluations Division, died of cancer on January 26.



Ms. DiBlasi

A native of New York, she earned a bachelor's in economics from Brooklyn College and was employed by the Navy Department during the war.

Serving her entire 34-year Department career in Security, Ms. DiBlasi held clerical positions in the Latin American section, External Security Branch, and the Communications and Records Division. She was a clerk-supervisor in the Evaluations Division, and became an evaluator in 1951. Ms. DiBlasi was appointed chief of that division in 1975.

She leaves a brother, Jack, and a sister, Marianne St. Paul, of 530 E. 72nd Street, New York, N.Y. 10021. The family suggests donations to the Vince Lombardi Cancer Research Center, Georgetown University Hospital, 3800 Reservoir Rd., Washington 20007. □

Margaret H. Keller, 60, former chief of the Research and Liaison Branch in the Bureau of Consular Affairs, died of cancer at Sibley Memorial Hospital on January 15. Her first appointment was in 1967 to the Passport Office, Administrative Division. Transferred to the Domestic Operations Division in 1968, she became a passport examiner later that year. She was assigned to the Research and Liaison Branch in 1979, and served there as chief until retiring last year.

Ms. Keller was born in Pennsylvania and graduated from Chatham College in Pittsburgh. In addition to her husband, she leaves two children and a brother. The family suggests contributions to the United Way of the National Capital Area or the Memorial Fund of the National Presbyterian Church. □

Honoré Marcel Catudal, 79, a lawyer and commercial-policy expert in

the Department for many years, died after a long illness, on February 1. Born in Kansas, Mr. Catudal had a bachelor's from St. Mary College, Leavenworth, Kan., a master's from Catholic University and a diploma from Ecole Libre des Sciences Politiques, Paris. He had also studied in several other institutions and was a member of the District of Columbia bar.

Between 1929 and 1935 Mr. Catudal was associated with the U.S. Customs. He served as Treasury representative in Paris, 1930-32. In 1935 he joined the Department as an economics analyst for trade agreements. In 1961, he worked on legal matters relating to trade agreements.

He wrote a number of articles, relating to international trade agreements. For years he also wrote questions and answers about presidents of the United States, which were published in the Washington Star.

Mr. Catudal is survived by his daughter, Trudy A. Gardner, Columbia, Mo., a son, and four grandchildren. □

Stanley L. Wagenheim, 62, a retired budget and fiscal officer who was deputy comptroller at the Georgetown University Center for Strategic and International Studies, died after a stroke at the Veterans Administration Hospital in Fort Howard, Md., on January 22.

Mr. Wagenheim joined the Foreign Service in 1952. He was an administrative assistant in Rome and Paris and a budget and fiscal officer in Athens, Canberra, Belgrade and Bogota. He retired in 1971.

He was a native of Virginia. He served overseas in the Army during the war, and worked for the Veterans Administration, 1948-52. Mr. Wagenheim leaves his wife, of 4620 North Park Ave., Apt. 503W, Chevy Chase, Md. 20015, a son, his parents and a brother. The family suggests contributions to a charity of one's choice. □

Dean R. Merrill, a retired budget and finance officer, died of cancer at George Washington University Hospital on January 26. He was 73.

An employee of the Government

for over 30 years, his service included five years with the wartime Office of Price Administration and two with the War Assets Administration. Mr. Merrill worked for the State Department as a control officer, 1950-53, and then was employed by the Army for the next three years. Returning to State in 1956, he served as a supervisory administrative officer and budget analyst until he retired in 1972.

Mr. Merrill was born in Utah. He attended Utah State University and the George Washington University law school. He was a member of the District of Columbia bar. Survivors include his wife, four children, a brother and 13 grandchildren. The family suggests contributions to the Children's Hospital National Medical Center, Washington, D.C. □

Gordon B. Strong, 75, an international economist who retired in 1962 after 18 years with the Department, died on January 14. Mr. Strong served as counselor in Pusan, 1951-55; counselor for economic affairs in Kabul, 1957-60; and first secretary in Ankara, 1960-62. Mr. Strong was born in Iowa. He completed a Ph.D. at the University of Chicago, where he also earned his bachelor's and master's. He headed the economics departments at both Elmhurst College and Duquesne University. During the '40s he was an economic analyst for the Board of Economic Warfare, and then director of research for the Joint War Production Committee. Survivors include his wife, of 8316 Lee Highway, Fairfax, Va. 22031. □

Grant Wallace LaRue, 70, a consular officer whose last appointment before retiring in 1965 was consul general to Turin, died on January 19. Joining the Foreign Service in 1937, his other posts included Ottawa, Bombay, Algiers, Ciudad Juarez, Panama, Zurich and Nogales.

A member of the Missouri bar, and a native of that state, Mr. LaRue earned his law degree and two bachelor's degrees at the University of Missouri. Survivors

include his wife, of Unit 2, Apt. 726, 8340 Greensboro Dr., McLean, Va. 22102. □

Charles M. Rice, Jr., 73, a Foreign Service officer who retired in 1959 after an assignment to Rome as second secretary, died on January 2. He was a native of Montana. He served in London and Berlin during the early years of his career, which began in 1931. After appointments as budget and fiscal officer to Buenos Aires, Manila and Mexico City, he was assigned to Warsaw as second secretary in 1956. Survivors include his wife, of 6919 Wilson Way, El Cerrito, Calif. 94350. □

Delia Fergnani, 71, a retired Foreign Service secretary, died on January 7. She was born in New Hampshire and joined the Foreign Service in 1946. In addition to assignments in the Bureau of Personnel and the Bureau of Inter-American Affairs, she served in Asuncion, Oslo, Rome, San Salvador, Port-au-Prince, Cairo, Alexandria, Martinique and Santo Domingo. Ms. Fergnani retired in 1969. Survivors include her niece, Carole A. Archibald, of 2 Netherton Ave., Beverly, Mass. 01915. □

Elwyn and Susanna Klebenov, the wife and 14-year-old daughter of Foreign Service officer Eugene Klebenov, who is on temporary assignment in Washington, died in a fire February 3 in Dedham, Mass. Mrs. Klebenov had accompanied her husband on assignments to Panama, Bogota and Oslo. Besides Mr. Klebenov, there are three surviving children, ages 17, 15 and 11, all of 25 Village Ave., Dedham, Mass. 02026. □

Elizabeth Henderson, 73, wife of retired consul general James E. Henderson, died on July 15. She had accompanied her husband on assignments to many posts, including Vancouver, Tallinn, Salonika, Beirut, Guadalajara, Manila and Naples. In addition to her husband, of 25984 Mesa Dr., Carmel, Calif. 93923, Mrs. Henderson leaves two daughters and

nine grandchildren. □

Helen E. Davis, 66, wife of retired Foreign Service officer Frank A. Davis, died at Holy Cross Hospital on December 31, after a long illness. Mrs. Davis had accompanied her husband on assignments to Munich, Paris, Havana, Guatemala and Geneva. In addition to her husband, of 10667 Montrose Ave., Bethesda, Md., she leaves a son and a daughter. ■

New directives

Organization and functions

The functions of the Office of Evacuation and Relocation (A OPR/WLG), except those relating to claims matters, have been transferred from the A area to the Operations Center (S S-O). A statement was reissued to reflect this change, as well as other changes. (TL: ORG-128)

The functional statement for the Office of Equal Employment Opportunity is changed to include civil rights enforcement responsibilities—and the title and symbol is changed to the Office of Equal Employment Opportunity and Civil Rights (M EEOCR). (TL: ORG-129)

A new functional statement was added for the Classification Declassification Center ((A CDC), Section 247). Revised statements for other offices which have related classification declassification responsibilities will be issued separately. (TL: ORG-131)

Personnel

The validity of FAMC No. 780, "Special Allowance," dated January 10, 1979, has been extended to January 6, 1982. (Uniform State/USICA Issuance) (FAMC No. 1)

The validity of FAMC No. 781, "Compensatory Time Off at Certain Posts in Foreign Areas," dated January 10, 1979, has been extended to January 6, 1982. (FAMC No. 2)

Classification declassification responsibilities assigned to the Office of the Under Secretary for Management, the legal adviser, the Bureau of Administration, and the Bureau of Public Affairs are announced, pending codification in 1 FAM. (FAMC No. 4)

A new Appendix A has been published for the 3 FAM Index. The appendix consists of a listing of all federal Government forms, along with corresponding section references found in Volume 3. (TL: PER-508)

The Merit Promotion and Placement Program regulations have been issued to replace those issued on November 5, 1975. (TL: PER-1091)

The performance evaluation and rating plan for Civil Service employees of the Department has been revised, effective January 1, 1981—the beginning of the 1981 rating year. (TL: PER-1094)

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in post libraries overseas. Free, single copies may be ordered from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520.

Secretary Haig

Opening statement at confirmation hearings, Senate Foreign Relations Committee, 1/9/81 (Current Policy No. 257).

News conference, Department of State, 1/28/81 (Current Policy No. 258).

East Asia and Pacific

Two years of U.S.-China relations, January 1, 1979-December 29, 1980 (Bulletin reprint, 2/81).

International economics

Trade patterns of the West—1979, 7/17/80 (Special Report No. 74).

Indicators of East-West economic strength—1979, 11/5/80 (Special Report No. 75).

Trade of NATO and Communist countries—1976-79, 12/1/80 (Special Report No. 76).

GISTS

The Baltic republics (2/81).

Madrid CSCE followup meeting (1/81).

Foreign investment in the United States (12/80).

UN Conference on New and Renewable Sources of Energy (12/80).

Indochinese refugees (11/80).

Background Notes

Albania (12/80).

Belgium (10/80).

Botswana (11/80).

Central African Republic (11/80).

European Community (10/80).

France (10/80).

Gabon (12/80).

Guinea (10/80).

Hong Kong (12/80).

Ivory Coast (10/80).

Malawi (10/80).

Netherlands (10/80).

Sierra Leone (11/80).

Swaziland (11/80).

Other publications

A short history of the U.S. Department of State, 1781-1981 (Bulletin reprint, limited edition, but also carried in January 1981 Bulletin).

Bicentennial Notes No. 1: Department of State completes 200 years (12/80).

Bicentennial Notes No. 2: The Department of State today (12/80).

Bicentennial Notes No. 3: Bicentennial reception and awards ceremony (1/81).

Your trip abroad, Bureau of Consular Affairs (Revised November 1980).

Information for married applicants, 1981, Board of Examiners (1/81). □

Library Booklist

The Balkans

A selection of recent books. Call numbers are given for those in the Department library.

General

- BAILEY, Ronald H. *Partisans and guerrillas*. Alexandria, Va., Time-Life Books, 1978. 208p. D802.B29B34 (On underground resistance in the Balkans during World War II.)
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SUPERC RAT

BY
**CHIP
BECK**

...AFTER A BRIEF
DETENTION AT RATAN'S
AIRPORT OUR VIP IS
RELEASED....



BOSS, YOU'RE FREE!
HOW'D YOU GET OUT
SO FAST??



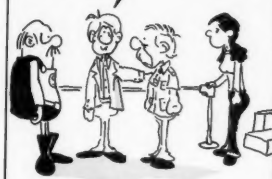
THEY QUICKLY REALIZED
WHAT TREMENDOUS
WEIGHT I CARRY.



DO YOU BELIEVE
HOW FAR THAT
FAT ONE
STRETCHED OUR
POOR CHAINS!
??



THIS IS THE EMBASSY'S VICE
CONSUL. HE'S OUR CONTROL
OFFICER FOR THE VISIT.



AND WHY, MIGHT I ASK
DID THE AMBASSADOR
NOT COME TO GREET
ME PERSONALLY?



WELL, YOUR PLANE WAS
LATE, AND THE AMBASS-
ADOR IS BUSY TENDING
BAR AT YOUR
RECEPTION...



YOU MEAN
HE
STARTED
WITHOUT
ME??

WELL YOU SEE
ICE CUBES ARE
HARD TO GET
HERE... AND THEY
JUST DON'T
HOLD UP WELL
IN THIS HEAT...



GAD, WHAT HOVELS THE
NATIVES LIVE IN.



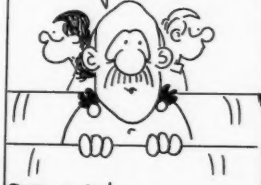
NATIVES NOTHING!
THAT'S EMBASSY
HOUSING!!



WOW, LOOK AT
THAT BEAUTIFUL
MANSION.



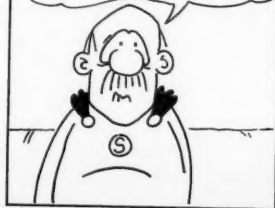
DOES THAT BELONG
TO THE AMBASSADOR
?



NO.
THE ADMIN
OFFICER.



YOU MEAN MOST OF YOU
LIVE LIKE SERFS WHILE
HE'S IN A PALACE, HUH?



WELL, HE SAYS HE'S
DOING THE REST OF
US A FAVOR.



LIKE KEEPING EVERY-
ONE ELSE FROM FIGHT-
ING OVER SOMETHING
GOOD?



YEAH, PLUS HE "BREAKS
IN" ANYTHING SHIPPED
IN HERE SO IT'S
"FUNCTIONAL" BY THE
TIME ANYONE ELSE
GETS A
CHANCE
AT IT.



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